

CHULA VISTA POLICE DEPARTMENT  
Professional Standards Unit

**COMPLAINT / DISPOSITION REPORT**  
**Confidential Document**

**Employee Name: Officer Michael Ingley**

**ID #1191**

**PS# 18-0284**

**(1) The following violation(s)/complaint has been made:**

On April 8, 2018 at approximately 0430 hours, a citizen observed a marked Chula Vista Police vehicle and a uniformed officer meeting up with an unknown female at the 300 block of Moonview Avenue, Chula Vista. The citizen was able to provide a description of the uniformed officer. Based on the description of the officer and the specific shift that the incident occurred on, the officer was later identified as Officer Michael Ingley. Additionally, through the investigative process, the female was later identified as [REDACTED] and Ingley were engaged in a dating relationship. The complainant watched as Officer Ingley and [REDACTED] walked together toward a small path which led up a hill and to a water tower.

Approximately twenty-five minutes later, the same complainant watch Officer Ingley and [REDACTED] walking back down the path and to their respective vehicles. Both [REDACTED] and Ingley left the immediate area. During the investigative process and after a subsequent interview, Officer Ingley admitted to having sexual intercourse and receiving oral sex while on duty.

**(2) The investigation has determined that: (Note Similar Sustained Violations):**

**(Conduct Unbecoming of an Officer)**

On April 8, 2018 at approximately 0430 hours, Officer Ingley and his girlfriend [REDACTED] meet at the 300 block of Moonview Drive. Officer Ingley was on duty, driving a marked Chula Vista Police vehicle and in full uniform. During their meet, Officer Ingley and his girlfriend decided to engage in sexual activities. Officer Ingley and [REDACTED] concealed themselves by walking up the hill that leads to a water tower. Once they were concealed from public view, [REDACTED] performed oral sex on Officer Ingley and then they engaged in sexual intercourse while Officer Ingley was on duty. The neighborhood was very upset based on what had been observed. The neighbors that reside around and near Moon View Drive felt that Officer Ingley and [REDACTED] engaged in the same activity that they were complaining about. Some of the comments that the neighborhood made were, "They don't go up the hill when we call with trouble up there, but over the weekend one officer in his patrol car met his honey at 4am and they both went up the hill for about 25 minutes. It called priorities." Another message stated, "They weren't having coffee and doughnuts either." Officer Ingley's actions not only discredited himself and his position but were disgraceful. Officer Ingley discredited the Chula Vista Police Department as a whole.

Officer Ingley's conduct is determined to be in violation of: 647(a) PC, PDM 340.5.1(c), PDM 340.5.4(b), PDM 340.5.8(i), PDM 340.5.9(h), PDM 340.5.9(m), CSR § 1.08, (Paragraph A.3), CSR § 1.08, (Paragraph A.5), CSR § 1.08, (Paragraph A.16), which state:

**1-A California Penal Code Statute 647(a) PC**

An individual who solicits anyone to engage in or who engages in lewd or dissolute conduct in any public place or in any place open to the public or exposed to public view. – **SUSTAINED**

**1-B PDM 340.5.1 LAWS, RULES AND ORDERS**

(c) Violation of federal, state, local or administrative laws, rules or regulations.

– **SUSTAINED**

**1-C PDM 340.5.4 RELATIONSHIPS**

(h) Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact. – **SUSTAINED**

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**Employee Name: Officer Michael Ingley**

**ID #1191**

**PS# 18-0284**

**1-D PDM 340.5.8 PERFORMANCE**

(i) Any act on- or off-duty that brings discredit to this department. – **SUSTAINED**

**1-E PDM 340.5.9 CONDUCT**

(h) Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department. – **SUSTAINED**

**1-F PDM 340.5.9 CONDUCT**

(m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members. – **SUSTAINED**

**1-G CSR§ 1.08, Paragraph A, Section 3:** Commission of a criminal offense related to the job including moral turpitude or conduct amounting to a any felony or conviction for an offense requiring registration under PC 290. – **SUSTAINED**

**1-H CSR§ 1.08, Paragraph A, Section 5:** Conduct of such a nature that it causes discredit to the agency or the employee's position. – **SUSTAINED**

**1-I CSR§ 1.08, Paragraph A, Section 16:** Violation of any department rule, regulation or policy. – **SUSTAINED**

**Previous Similar Allegations or Violations:**

Officer Ingley has no similar allegations or violations.

CHULA VISTA POLICE DEPARTMENT  
Professional Standards Unit

**COMPLAINT / DISPOSITION REPORT**

**Confidential Document**

Employee Name: Officer Michael Ingley

ID #1191

PS# 18-0284

(3) Disposition: (Check one)	<input type="checkbox"/> Unfounded <input type="checkbox"/> Exonerated	<input checked="" type="checkbox"/> Sustained on all counts <input type="checkbox"/> Not Sustained
(4) Action Taken (Check one)	<input checked="" type="checkbox"/> Recommend Disciplinary Action <input type="checkbox"/> Recommend No Disciplinary Action <input type="checkbox"/> Disciplinary Action Taken as Noted	
(5) Discipline Imposed (Check one)	<input type="checkbox"/> Written Advise <input type="checkbox"/> Written Reprimand <input type="checkbox"/> Suspension – Effective _____ thru _____ (Total hrs _____) <input checked="" type="checkbox"/> Other Termination	

Sgt. John English #684	[Redacted]	Date submitted for review: 06/22/18
Lt. Miriam Foxx #653	[Redacted]	Date approved / reviewed: 6/22/18
(6) This Notice of Disciplinary Action was handed to (employee's printed name): Off. Michael Ingley #1191		Date presented to employee:
(7) Presented and/or witnessed by (printed name): Sgt. John English #684	Signature:	Date presented to employee:
I certify I have read, understand, and received a copy of this action		
Employee Signature	Chief of Police	

Distribution (Check): ☐ Subject of Action ☐ Disciplinary File ☐ HR Director ☐ City Attorney

**CHULA VISTA POLICE DEPARTMENT**  
**MEMORANDUM**

**PS# 18-0284**  
**Officer Michael Ingley #1191**

**DATE:** *June 18, 2018*

**TO:** *Lieutenant Miriam Foxx #653*

**FROM:** *Sergeant John English #684*

**SUBJECT:** *PS #18-0284*

**OFFICER (S) INVOLVED:** *Officer Michael Ingley #1191*

**COMPLAINANT:** *Citizen Complaint*

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**Attachments:**

1. Administrative Leave Notification
2. Administrative Investigation Notification
3. "Read email" notification by Officer Ingley
4. Email from Lt. Rusty Rea
5. Email exchange between Sgt. Meredith and [REDACTED]
6. Sgt. Meredith's investigative write up
7. Sgt. Meredith's investigative notes
8. GPS coordinates for P46 on April 8, 2018
9. Patrol Team 6 daily roster for April 7, 2018
10. Policy and Procedure PDM 340 Conduct
11. Administrative Admonishments with Lybarger and Miranda warnings
12. CVPD Call for Service- Incident #180408L00031660
13. Transcripts of Interviews with Officer Ingley
14. Digital Evidence
  - a. Audio recording with Officer Ingley
  - b. Audio recording- follow up interview with Officer Ingley
  - c. Audio recording [REDACTED]
  - d. Audio recording- follow up interview with [REDACTED]
15. Sgt. Deaner's investigative notes

**Summary of Complaint:**

On April 8, 2018 at approximately 0430 hours, a citizen observed a marked Chula Vista Police vehicle and a uniformed officer meeting up with an unknown female at the 300 block of Moonview Avenue, Chula Vista. The citizen was able to provide a description of the uniformed officer. Based on the description of the officer and the specific shift that the incident occurred on, the officer was later identified as Officer Michael Ingley. Additionally, through the investigative process, the female was later identified as [REDACTED]. [REDACTED] and Ingley were engaged in a dating relationship. The complainant watched as Officer Ingley and [REDACTED] walked together toward a small path which led up a hill and to a water tower.

Approximately twenty-five minutes later, the same complainant watched Officer Ingley and [REDACTED] walking back down the path and to their respective vehicles. Both [REDACTED] and Ingley left the immediate area. During the investigative process and after a subsequent interview, Officer Ingley admitted to having sexual intercourse and receiving oral sex while on duty.



**CHULA VISTA POLICE DEPARTMENT**  
**MEMORANDUM**

**PS# 18-0284**  
**Officer Michael Ingley #1191**

**Witness**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

7. **Captain Phil Collum #544**, Chula Vista Police Department, 315 Fourth Ave, Chula Vista, CA 91910, (619) 691-5151
8. **Lieutenant John Autolino #973**, Chula Vista Police Department, 315 Fourth Ave, Chula Vista, CA 91910, (619) 691-5151
9. **Lieutenant Rusty Rea #640**, Chula Vista Police Department, 315 Fourth Ave, Chula Vista, CA 91910, (619) 691-5151
10. **Lieutenant Miriam Foxx #653**, Chula Vista Police Department, 315 Fourth Ave, Chula Vista, CA 91910, (619) 691-5151
11. **Sergeant John English #684**, Chula Vista Police Department, 315 Fourth Ave, Chula Vista, CA 91910, (619) 691-5151
12. **Sergeant Mark Meredith #646**, Chula Vista Police Department, 315 Fourth Ave, Chula Vista, CA 91910, (619) 691-5151
13. **Sergeant Jason Deaner #988**, Chula Vista Police Department, 315 Fourth Ave, Chula Vista, CA 91910, (619) 691-5151

**Narrative:**

On May 7, 2018, I was informed that I would be taking over an administrative investigation which Sergeant Meredith had been investigating. Prior to my involvement into this matter, Sergeant Meredith provided the following narrative of his investigative efforts. The following has been provided by Sergeant Meredith:

**Sergeant Meredith's Initial Investigation**

"On 04/13/18 I received notification regarding Officer Ingley's alleged activities on 04/08/18 at approximately 0430 hours. This notification was received via email ultimately from [REDACTED]

[REDACTED] The original RP wished to remain anonymous. The RP alleges Officer Ingley, while on duty, drove his vehicle to the 400 block of Moonview, met with an unknown female, who arrived approximately 1 minute before, then walked up the hill together. The RP stated Officer Ingley and the female came back down the hill approximately 25 minutes later.

The neighborhood felt that Officer Ingley and the unknown female met up at the 400 block of Moonview Drive to engage in sexual activities. The neighborhood was very upset about this incident specifically because they have generated calls for service with the police department to address this type behavior from other members of the community. This was also evident by the text message string that the neighborhood created.

On 04/10/18 Lt Rea printed the CAD report of 04/08/18 for Officer Ingley. The CAD does in fact show Officer Ingley putting himself on extra patrol on the date and time in question. The CAD printout shows Officer Ingley at 0432 hours going on extra patrol on Moonview and going back into service at 0453 hours. Also on 04/10/18 Lt. Rea printed the GPS coordinates for Officer Ingley's marked Chula Vista Police vehicle (P46). The vehicle's GPS also confirmed Officer Ingley's location at Moonview at the approximate times. Lastly, the daily roster showed Officer Ingley working on the night of 04/07/18 as 131J and driving Chula Vista Police vehicle P46. Additionally, Officer C. Walsh (132J), H. Ingram (141J) and D. Sachs (142J) were working in the same night as his sector partners.

I contacted Officer Ingley and informed him that I would be requesting his appearance for an administrative interview which was set for May 7, 2018 at 0500 hours. Per the administrative paperwork which Officer Ingley received, he was made aware that he had the right to representation during the course of our interview, pursuant to AB 301.

I sent this notification to Officer Ingley via email on 04/21/18 at approximately 0300 hours. On the same day, a short time later, I called Officer Ingley and informed him of the email and the investigation and ordered him not to talk about the investigation. At approximately 0306 hours, I was notified by email that Officer Ingley acknowledged reading the email.

On 04/28/18, at approximately 1900 hours, I drove to the 400 block of Windrose to check for cameras on houses. I saw two houses had cameras on the exterior [REDACTED] One other house stated it was under video surveillance [REDACTED] but [REDACTED] d empty and I did not see any cameras on the exterior. Additionally, on the same day, I emailed Lt. Martin and Sgt. Giaime to see if any cameras are on the water tower. On 05/02/18 Lt. Martin notified me via email that the water tower on Moonview did not have cameras.

On May 7, 2018 at approximately 0500 hours, Sgt. J English and I met with Officer Ingley and his legal representative, identified as Brittany Collet. Officer Ingley was provided with an administrative admonishment to include the Miranda Wavier, at which time he invoked. Officer Ingley was then provided with the Lybarger Admonishment and Lybarger Warning. After providing the Lybarger Warning, Officer Ingley was ordered to provide a statement and he complied. The following report is a summary of the interview, please see the transcript of the interview for the exact wording. I started the interview by notifying all parties present that I was recording the interview and then I activated my digital recorder. Additionally, Mrs. Collet recorded the interview as well.

**STATEMENT OF OFFICER M. INGLEY:**

After completing these forms, I then began detailing the complaint against Officer Ingley. I explained that a resident of Windrose Ave, on 04/08/18 at approximately 0400 hours watched as a vehicle parked on Moonview and then a short time later a marked police unit parked next to the vehicle. The resident then watched as a female from the initial vehicle and the police officer walked up the hill. The resident said they returned to their vehicles about 25 minutes later and then left the area.

CHULA VISTA POLICE DEPARTMENT  
MEMORANDUM

PS# 18-0284  
Officer Michael Ingley #1191

I told Officer Ingley since receiving the complaint some follow up was conducted. I had in fact using the Team 6 daily patrol roster, the CAD printout and P46's GPS determined that he (Officer Ingley) was the officer that the resident was complaining about. I then went on to explain, the residents that live near 400 Moonview have complained numerous times about illegal activity taking place. Specifically, mostly juveniles parking their vehicle on Moonview having sex on the hill or in their vehicles and drug use.

The entire neighborhood had complained about this for many years and as such, the City of Chula Vista and the Chula Vista Police Department have enacted several measures to combat this problem. Namely, putting up street lights, painting the curb red and placing signs along Moonview limiting parking time. Also, Lt. Martin and I have requested that officers conduct extra patrols to help the neighborhood resolve these problems.

I then asked Officer Ingley to explain what occurred that morning. Officer Ingley stated he met a girl and took her up to the water tower. Officer Ingley stated he met the girl, who he later identified as [REDACTED], on the website *Plenty of Fish*. After climbing to the top of the hill, Officer Ingley stated they began to hug and "made out" and then they had sex. I asked Officer Ingley if his beat partners were aware of what he planned to do. Officer Ingley said his beat partners were unaware of what he was doing and this was an impulsive decision.

Officer Ingley stated he has never done this (having sex on duty) before. I asked Officer Ingley if he contacted [REDACTED] on his personal phone or his work phone. Officer Ingley stated on his personal phone and he would be willing to show us the website (*Plenty of Fish*) along with his account. Officer Ingley did show me his *Plenty of Fish* account, but was only able to give me a few details about [REDACTED]. However, he stated [REDACTED] is an Hispanic female, medium complexion, approximately 27 years old, about 5 feet 6 inches tall, with curly hair and a "big butt".

Officer Ingley claimed to have blocked her number several weeks before, so he was unable to provide me with her phone number. I asked Officer Ingley if I could see his personal cell phone, but he declined. Officer Ingley said he believed [REDACTED] worked as a medical assistant for [REDACTED] and her Snap Chat user name was [REDACTED]. I asked Officer Ingley why he did not have her phone number, Officer Ingley said he used an app called "Text Now" and has since blocked her. He continued by telling me, he met her approximately three times, once the week before meeting her on Moonview and then again, the week after. He stated they had sex once before this incident. Sgt. English asked if he paid her money for sex. Officer Ingley said he did not.

I asked Officer Ingley to tell me what kind of sex act they did while up on the hill. Officer Ingley said they were on the hill for approximately 15 minutes. During this 15 minutes Officer Ingley stated [REDACTED] gave him a "blow job" and he had vaginal intercourse with her. I asked Officer Ingley how this was accomplished, if they laid down on the ground? Officer Ingley stated he pulled his pants down and she lifted her up her dress. I asked Officer Ingley what led up to them having sex.



Officer Ingley said he did not plan to have sex with her, but throughout the night [REDACTED] would send him videos of her masturbating. He believed they would go up to hill, but only to kiss and hug. Officer Ingley did say it was his idea to use Moonview as the location to meet. Officer Ingley also stated he placed himself on extra patrol on Moonview and he was aware of the problems that occur on Moonview. Sgt. English asked if he was aware of the policy against having sex on duty? Officer Ingley said he was not specifically aware of this policy, but believed there was a policy against having sex on duty. I then asked Officer Ingley if he had anything else he wanted to say. Officer Ingley said, it was a bad decision and impulsive decision and should not have done it. I terminated the interview at this point."

### **Sergeant English's Investigation**

On May 8, 2018, I was informed that Officer Ingley was called into the police department on May 7, 2018 in order to meet with Lt. Foxx and Sgt. Deaner. Officer Ingley was placed on administrative leave and served with official notification. Please refer to **attachment #1**.

I was also informed that Officer Ingley was asked if he could provide the telephone number for [REDACTED]. Officer Ingley's legal representative (Brittany Collett) was contacted and she advised Officer Ingley to present the telephone number to Lt. Foxx. Officer Ingley was unable to provide the telephone number for [REDACTED] because he had deleted her contact information and her friendship from "Snapchat". Officer Ingley was aware of [REDACTED] "Snapchat" profile and messaged her through this application in order to reconnect with her.

After being served with the administrative leave paperwork, Officer Ingley surrendered his duty weapon, police facility access card and official police identification. Those items were presented to Lt. Foxx.

In order to assist me in my investigation, Sergeant Meredith provided his documentation pertaining to this investigation. Those items included:

1. Administrative Investigation Notification (*attachment #2*)
2. Read email notification by Officer Ingley (*attachment #3*)
3. Email from Lt. Rusty Rea (*attachment #4*)
4. Email exchange Sgt. Meredith and [REDACTED] (*attachment #5*)
5. Sgt. Meredith's investigative write up. (*attachment #6*)
6. CVPD CAD Incident Report #180408L00031660 (*attachment #12*)
7. GPS coordinates for P46 on April 8, 2018 (*attachment #8*)
8. Administrative admonishment (*attachment #11*)
9. Sergeant Meredith's notes (*attachment #7*)
10. Patrol Team 6 daily roster for April 7, 2018 (*attachment #9*)
11. Audio recording Interview with Officer Ingley (*attachment #14-a*)

On May 8, 2018 at approximately 0930 hours, Officer Ingley contacted me. Officer Ingley informed me that [REDACTED] had contacted him and she provided her telephone number. The phone number which was provided is noted as of [REDACTED]  
[REDACTED]



CHULA VISTA POLICE DEPARTMENT  
MEMORANDUM

PS# 18-0284  
Officer Michael Ingley #1191

During the initial investigation, Sergeant Meredith had been in conversation with citizen [REDACTED], a neighbor that lived in the vicinity of 300 Moonview Drive, Chula [REDACTED] have reviewed, [REDACTED]

This incident involving Officer Ingley was originally reported to [REDACTED] by a neighbor. [REDACTED] was contacted and informed of the incident by a neighbor identified as [REDACTED]. On the night of the incident (April 8, 2018), it was reported that [REDACTED] happened to notice Officer Ingley and [REDACTED] meet up at the 300 block of Moonview Drive. [REDACTED] watched Officer Ingley and [REDACTED] walk up a hill and then return sometime later. [REDACTED] felt that this was unusual and reported the activities to [REDACTED] however he wished to remain anonymous.

On April 9, 2018 at approximately 2133 hours, [REDACTED] provided official notification to the Chula Vista Police Department via an email. This email is listed as **attachment #4**. The email states the following:

"Dear Public Officials:

This weekend at 4 a.m. on Moonview Drive this incident with a CVPD patrol officer and woman was watched by a homeowner. You want to talk about bad public relations (no pun intended) in our neighborhood, this will do it. This was a text message exchange in our neighborhood."

**Followed up with screen shots of text messaging:**

They don't go up the hill when we call with trouble up there, but over the weekend one officer in his patrol car met his honey at 4am and they both went up the hill for about 25 minutes. It's called priorities.

I was watching the whole thing. I was so mad. Saw another officer the next morning here and told him about it. I almost called 911 at 4am.

Yeah another who was a lady. They weren't having coffee and doughnuts either.

The other car was a private persons car. The cop car drove down the street without lights one minute after the gal showed up. The reason I saw this was I got up to piss.

The cops only go up the hill when they are getting some action 🤔

CHULA VISTA POLICE DEPARTMENT  
MEMORANDUM

PS# 18-0284  
Officer Michael Ingleby #1191

During the initial investigation, Sgt. Meredith emailed [REDACTED] on a few occasions. Their conversations are noted on the following pages and they are listed as **attachment #5**. Per the email exchange, Sgt. Meredith was attempting to locate potential witnesses and video footage from residential cameras. [REDACTED] provided several names of the residents that live in the immediate area. The following is the email exchange between [REDACTED] and Sgt. Meredith:

**From:** [REDACTED]  
**Sent:** Sunday, April 29, 2018 10:02 AM  
**To:** Mark Meredith <MMeredith@chulavistapd.org>  
**Subject:** Re: Re:

Hi Sgt. Meredith:

Have you tried knocking on [REDACTED] door and speaking with him directly? Letting him know that you are taking his concern very seriously and that you are in charge of follow-up? I do not know the woman's description. I don't know if [REDACTED] can see that distance. He [REDACTED] and they were down in the far end of the cul-de-sac. If [REDACTED] is in the driveway, he is home.

Thanks for your follow-up. It is appreciated.

[REDACTED]  
[REDACTED] hts in the home for a few months but there are people who live in that home. Their trash cans are always filled. The neighbor on the east side of that home, I believe, her name is [REDACTED] knows [REDACTED] and may have his phone number.

[REDACTED]  
[REDACTED]  
They just moved back into the home after a fire gutted their garage. They do have working cameras.

CHULA VISTA POLICE DEPARTMENT  
MEMORANDUM

PS# 18-0284  
Officer Michael Ingley #1191

On Sat, Apr 28, 2018 at 2:27 AM, Mark Meredith <MMeredith@chulavistapd.org> wrote:

[REDACTED] do have some more questions for you. First, would it be possible to have [REDACTED] provide a better description of the female, such hair color, height, age, what she was wearing etc? Also, I was out on Windrose tonight and saw two houses that had cameras, the first was [REDACTED] the next was [REDACTED] I plan on knocking on their doors tomorrow to see if they have video of the incident. I was wondering if you knew the name of these residence. Also [REDACTED] has a sign that said video taping is in progress but I did not see any cameras.

Thanks again for all the help,

Sgt. M. Meredith

From: [REDACTED]  
Sent: Sunday, April 22, 2018 4:55 AM  
To: Mark Meredith <MMeredith@chulavistapd.org>  
Subject: Re:

No that is [REDACTED] who walks his dog, [REDACTED] lives over on [REDACTED] too far from this location. There is no one on Windrose Way that lives close enough to Moonview Drive that I know of that has security cameras.

[REDACTED]  
On Sun, Apr 22, 2018 at 1:10 AM, Mark Meredith <MMeredith@chulavistapd.org> wrote:

Good morning,

I was told he wished to remain anonymous. Is [REDACTED] that walks his dogs early in the morning? If so I do remember him. I was wondering not only if he had video, but if any other neighbors had camera on their houses that may have captured the incident.

Nice to hear from you again.

Sgt. M Meredith

On Apr 21, 2018, at 8:48 PM, [REDACTED] wrote:

Hi Sgt. Meredith:

I am surprised that Capt. Collum did not provide you with [REDACTED] information. No, [REDACTED] does not have video surveillance cameras installed. You met [REDACTED] at your Sunday evening gathering a few weeks back.

CHULA VISTA POLICE DEPARTMENT  
MEMORANDUM

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Officer Michael Ingley #1191

I forwarded your email to [REDACTED] ife email address and hopefully she receives it and they respond.

Sincerely,

[REDACTED]  
On Sat, Apr 21, 2018 at 5:20 AM, Mark Meredith <MMeredith@chulavistapd.org> wrote:

Good morning,

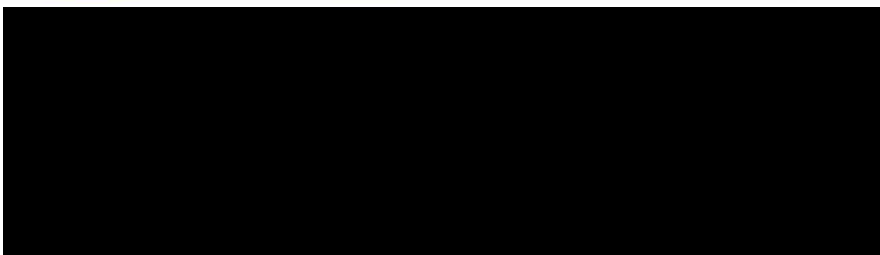
I am Sgt M. Meredith with the Chula Vista Police. I have been assigned to investigate your complaint regarding the officer's actions on 04/08/18. I was wondering if any of your neighbors have cameras that face the street and may have captured this incident. If you could let me know this would be extremely helpful. If you have any other questions, please feel free to email me. I have met with several of the neighborhood watch members in the past, regarding other issues.

Thank you,  
Sgt. M. Meredith  
Team 6 Friday-Sunday, 1830-0700."

Based on this information, Sgt. Deaner assisted me by conducting a follow up in the neighborhood with the residents that live near and around Moonview Drive. Sgt. Deaner canvased the neighborhood specifically to see if video footage could be located regarding this incident.

Sergeant Deaner was able to canvas the area and spoke to several of the neighbors which were provided by [REDACTED]. Sgt. Deaner made contact at the following address:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.



Based on his conversation with neighbors, Sgt. Deaner told me that there was only one surveillance camera on his property. This property was identified as [REDACTED] and it is the residence to [REDACTED]. Sgt. Deaner informed me that the residence had cameras on the garage which might have captured the incident. Sgt. Deaner's investigative notes are listed as **attachment #15**.

On May 10, 2018, Sgt. Deaner met with [REDACTED] at his residence to discuss his surveillance camera and video footage. [REDACTED] and Sgt. Deaner looked through the video footage and were unable to find any footage that may have captured the incident.



*CHULA VISTA POLICE DEPARTMENT*  
*MEMORANDUM*

*PS# 18-0284*  
*Officer Michael Ingley #1191*

On the following page, is an overhead aerial view of the 400 block of Windrose Way, Chula Vista, CA. The overhead identifies the residence of the reporting party ( ) as well as the residence ( ) where the surveillance camera was located.

**400 Block of Windrose Way, Chula Vista**



On May 10, 2018 at approximately 1210 hours, I contacted via the telephone number that Officer Ingley provided. was not available so a voicemail message was left.

At approximately 1830 hours, I checked my voicemail messages and realized that had left me a return voicemail message. indicated on the message that she was unable to answer or check her voicemails because of her work schedule. did say that she was available if I wanted to contact her.

I then called back and spoke to her reference this investigation. After explaining my position and the necessity of documenting this investigation, informed me that she would cooperate and elected to provide a statement. The following is a summary of the conversation that I had with .

Statement of [REDACTED]

[REDACTED] was in a dating relationship for approximately three months with Officer Michael Ingley. According to [REDACTED] she met "Mike" about six months ago but for the first three months they were just "talking". [REDACTED] told me that she met Officer Ingley on a dating website called, "Plenty of Fish". I asked [REDACTED] to describe Officer Ingley to me. [REDACTED] describes Officer Ingley as a Caucasian male, approximately 5'7" in height, blonde hair, blue eyes with a muscular build. [REDACTED] estimates that Ingley is approximately 27 years old.

During their dating relationship, Officer Ingley told her that he was a police officer. According to [REDACTED], they had gone out on a few dates but never while Officer Ingley was on duty.

[REDACTED] did say that she met up with Officer Ingley one night after she had finished at her job. [REDACTED] is in the medical field and went on further to explain that she works for [REDACTED] and rotates from one facility to another.

On this one particular night, [REDACTED] was in Chula Vista and near the "Jack in the Box" located near the 300 block of East H Street (Terra Nova Shopping Center). [REDACTED] picked up food and was speaking to Officer Ingley on the phone. [REDACTED] offered to pick him up a hamburger and the two agreed to meet.

According to [REDACTED] she was not familiar with the area so Officer Ingley provided her directions to an area that was near the Terra Nova shopping area. [REDACTED] did not know the street that Officer Ingley asked her to drive to but describes it as a quiet residential area with a park. [REDACTED] also remembers driving up a large hill to get to the area. The area which was described by [REDACTED] is consistent to the area which surrounds Windrose Way and Moonview Drive.

When [REDACTED] arrived in the area, she noticed a marked Chula Vista Police vehicle and assumed that it was Officer Ingley. Officer Ingley was a short distance ahead of her and the police vehicle parked on the street. [REDACTED] followed from behind and then parked her vehicle.

[REDACTED] and Officer Ingley got out of their vehicles and the two began eating their food. As they were eating and talking, [REDACTED] said that she and Officer Ingley began talking and kissing.

After embracing and kissing, Officer Ingley and [REDACTED] decided to take it to the next level. According to [REDACTED], she and Officer Ingley walked up a road that was on a hill. [REDACTED] and Officer Ingley did not walk all the way up the hill. [REDACTED] said that she was wearing her "scrubs" and she took off her jacket.

I asked [REDACTED] whose idea it was to engage in this type of activity. [REDACTED] replied, "it was more of me." According to [REDACTED] the two of them are always working and have busy schedules. [REDACTED] and Officer Ingley spoke about having sex and the two agreed to engage in sexual activity.

I asked [REDACTED] what type of sexual activity they engaged in. [REDACTED] and Officer Ingley had intercourse and she performed oral sex on him.



CHULA VISTA POLICE DEPARTMENT  
MEMORANDUM

PS# 18-0284  
Officer Michael Ingley #1191

I asked [REDACTED] if this sexual encounter with Officer Ingley was a consensual encounter. [REDACTED] said that it was. [REDACTED] was not forced to engage in any sexual acts, never was threatened and was not afraid. [REDACTED] was never restrained and never felt that she wasn't free to leave. When questioned, [REDACTED] told me that it was free and voluntary on her part. [REDACTED] said that this was the first and only time she and Officer Ingley engaged in any form of sexual behavior while he was on duty.

During my interview with [REDACTED], she told me that Officer Ingley showed remorse immediately after having sex with her. After they had sex, Officer Ingley said, "I don't think we made the right choice." [REDACTED] was also upset that she made the wrong choice.

[REDACTED] told me that she knew Officer Ingley was a police officer because he initially told her what he did for a living. [REDACTED] said that when they initially met, Officer Ingley did lie about his name and identified himself as "Mark". [REDACTED] said that this is common on dating websites.

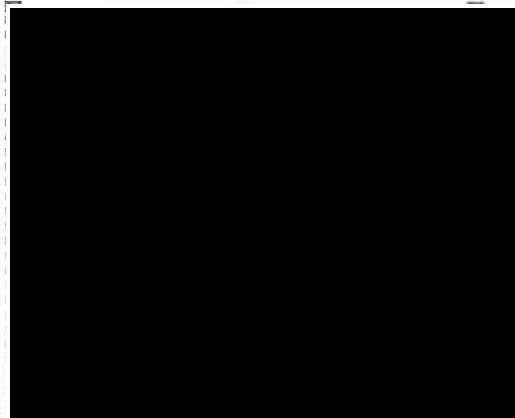
When they started dating, Officer Ingley initially told her that he just wanted to date and "settle". [REDACTED] also said that Officer Ingley is not a very open person.

About a month ago the two ended their relationship. [REDACTED] said that they ended their relationship because Officer Ingley was a person that wanted to talk all the time. [REDACTED] said that she is too busy and does not have the time to talk to Officer Ingley as much as he wanted to talk. [REDACTED] believed that Officer Ingley was needy. [REDACTED] and Ingley ended their relationship and she blocked him from contacting her.

Most recently Officer Ingley reached out to [REDACTED] using "Snapchat". Officer Ingley reached out to [REDACTED] about two weeks ago (this is an estimate). [REDACTED] clarified this on a second interview I had with her. Officer Ingley said that he wanted her phone number and asked her to text it to him. Officer Ingley said that he had a new phone number and asked her to respond. [REDACTED] texted her phone number to Officer Ingley. Other than the "Snapchat" request for her phone number, Officer Ingley has not attempted to speak or contact [REDACTED].

[REDACTED] was asked about social media. [REDACTED] has an Instagram profile. The profile is noted as [REDACTED] Lt. Foxx and I verified this information and found [REDACTED] Instagram profile.

[REDACTED]



██████ did tell me in the interview that she wanted to apologize to the department. I concluded my interview.

During the week of May 7<sup>th</sup>, I contacted the Law Offices of Adams Ferrone & Ferrone and advised them that we needed to conduct a follow up interview with Officer Ingley. Based on schedules, Officer Ingley's appointed attorney (Brittany Collett) was not available for the second interview which I wanted to conduct on May 11, 2018. I was advised that another attorney, identified as John Kristofferson would be available and would step in to represent Officer Ingley on the second interview. The interview time was scheduled for 1100 hours on May 11, 2018.

On May 11, 2018, I provided legal representative John Kristofferson and Officer Ingley a transcribed copy of Sgt. Meredith's first interview as well as the audio recording from the same interview. I provided Kristofferson and Ingley the time to listen to the recording in its entirety and time to look over the transcript.

At approximately 1226 hours and prior to Officer Ingley's second recorded statement, he was made aware that this was a follow up to our first administrative interview and referenced the same investigation which centered around conduct unbecoming and falsifying police records. The first administrative admonishment applied and he was being compelled to provide a statement today. Officer Ingley understood and provided a statement.

**Second Statement provided by Officer Ingley**

I asked Officer Ingley how often he used the website "Plenty of Fish" or any other similar dating website while "On duty". Officer Ingley initially responded by saying, "Not frequently." Officer Ingley did not hear the question correctly and it was clarified that he had used these dating websites but not while he was "On duty".

Officer Ingley said that his use of dating websites was around the time he met ██████ but has not used them since. When he initially met ██████ on "Plenty of Fish" he was not working and off-duty.

I then asked Officer Ingley why he decided to block ██████ from his account after his sexual encounter. Officer Ingley said that after their encounter, they continued to "hang out" but it did not seem to be a good, long term relationship so he cut his relationship off with her.

I asked Officer Ingley why it was a necessity to block her. Officer Ingley said that it was something he did to keep himself from contacting her.

I then asked Officer Ingley if there was anything that happened between the two of them such as an argument. Officer Ingley said ██████ would get upset with him if he did not respond to text messages right away but nothing of significance.

During his dating relationship with ██████, Officer Ingley told us that she would only text message his personal phone. ██████ never text messaged his department phone. According to Officer Ingley, he no longer had any text messages, videos or photographs from ██████. Officer Ingley said that this information was deleted once he blocked her on "Snapchat."



Officer Ingley said that when he re-added her as a "Snapchat" friend, some random messages did populate in the application. These messages no longer exist. I know from personal experience that "Snapchat" messages are deleted once the receiving party reviews the message. There is only a short retention value on messages and photographs received through the application "Snapchat".

I then focused Officer Ingley's attention to our first interview. Officer Ingley mentioned in the first interview that [REDACTED] wanted to meet in a "quite spot". I asked Officer Ingley why [REDACTED] might want to meet at a quiet spot on April 8<sup>th</sup>.

Officer Ingley mentioned that they have conflicting schedules and [REDACTED] has children which makes it hard for them to see each other. On April 8, 2018, Officer Ingley said that [REDACTED] offered to bring him food from "Jack in the Box". Officer Ingley suggested Moonview Drive because it was in his beat area and did not know of any other quiet spot where they could meet up. Officer Ingley told me that it was not his intention to engage in sexual activity with [REDACTED].

I asked Officer Ingley how [REDACTED] found out that he was a Chula Vista Police Officer. Officer Ingley said that it was disclosed during a conversation that the two of them had on the telephone at the beginning of their relationship.

I asked Officer Ingley which social media sites he had. Officer Ingley indicated that he had "Facebook" and "Instagram".

Officer Ingley was asked if he was on any other social media dating websites. Officer Ingley said that he used to be on "Tinder" some time ago and had been on "Plenty of Fish".

I then asked Officer Ingley if he had any pictures of himself or anything that identifies himself as a Chula Vista Police Officer on these websites. Officer Ingley said, "No".

Officer Ingley was then asked about his intention and reason for notifying the Chula Vista Police Department dispatch center on April 8, 2018 of his "extra patrol" at 0432 hours. Officer Ingley said that he did conduct an extra patrol and walked up to the water tower. Officer Ingley told me that [REDACTED] was with him at the time.

I then asked Officer Ingley if he considered this to be an effective "Extra patrol" or if he put himself on "Extra patrol" to conceal his activity with [REDACTED]. Officer Ingley said that it was to conceal his "meeting up" with [REDACTED].

We know from the official CVCAD incident report #180408L00031660 that Officer Ingley went out on "Extra patrol" at 300 Moonview Drive at approximately 0432 hours and cleared at 0453 hours. The "Extra patrol" accounts for a total of 21 minutes.

I asked Officer Ingley if he ever took a picture of himself while in a police uniform while performing sexual activities. Officer Ingley said, "No."

Officer Ingley did say that he has texted [REDACTED] sexually explicit material of himself but never in his uniform.

*CHULA VISTA POLICE DEPARTMENT*  
*MEMORANDUM*

*PS# 18-0284*  
*Officer Michael Ingley #1191*

In conclusion of my interview I asked Officer Ingley if [REDACTED] ever told him that she did not want to participate in sexual activity. Officer Ingley said, "No". I asked Officer Ingley if [REDACTED] ever told him to stop. Officer Ingley said, "No". I asked Officer Ingley if he ever physically restrained [REDACTED]. Officer Ingley said, "No".

Officer Ingley has not contacted [REDACTED] other than asking for her phone number and has not disclosed this investigation. Officer Ingley's most recent contact with [REDACTED] was solely for the purpose of obtaining her phone number and to assist in this administrative investigation. Officer Ingley was also asked if he ever coached [REDACTED] or told her what to say in reference this investigation. Officer Ingley said, "No".

In closing, Officer Ingley wanted to apologize for his behavior and said that he was sorry for what he had done and told me that this will not happen again.

The interview concluded.

**Investigative Findings**

Officer Ingley had subscribed to the dating website "Plenty of Fish". While using this website, Officer Ingley met a woman identified as [REDACTED]. Based on their interaction, Officer Ingley and [REDACTED] began a dating relationship.

On April 7, 2018, Officer Ingley reported for his regular assigned work day. Officer Ingley was on duty and working in a uniformed capacity. On this particular day he was assigned to Team 6 and listed on an official police roster as being assigned beat "31". Officer Ingley's call sign for the day was listed as "131J". Officer Ingley's shift is a 12.5-hour shift, beginning on April 7, 2018 at 1830 hours and ending on April 8, 2018 at 0700 hours.

On April 8, 2018 at approximately 0430 hours, Officer Ingley and his girlfriend [REDACTED] were communicating with each other with their personal cellular phones. [REDACTED] had just completed a shift at her place of employment and was grabbing something to eat at the "Jack in the Box", located at the 300 block of East H St, Chula Vista.

[REDACTED] offered to bring Officer Ingley food. Officer Ingley happened to be in the immediate area of 300 East H Street and provided directions for [REDACTED] to drive to the area of 300 Moonview Drive.

Officer Ingley drove his marked Chula Vista Police vehicle over to the 300 block of Moonview Drive and met up with [REDACTED]. Both [REDACTED] and Officer Ingley exited their vehicles and began to eat the food which [REDACTED] brought.

As this was occurring, a neighbor (identified as [REDACTED]) happened to observe Officer Ingley and [REDACTED]. The neighbor observed a strange occurrence and began to watch the two of them from his window.

The area surrounding 300 Moonview Drive is a problematic area for the residents. It is common for the residents that surround 300 Moonview Drive to call the Chula Vista Police Department to report suspicious activity. Commonly it is an area where juveniles will go to socialize and cause a disturbance.

As Officer Ingley and [REDACTED] were talking, they began to embrace each other and then they started kissing. [REDACTED] and Officer Ingley decided to walk up the hill which is just west of Moonview Drive. Ultimately the hill leads to a water tower which is centered at the top of the hill. [REDACTED] and Officer Ingley decided that they were going to go up the hill in order to engage in sexual activity.

In order to conceal his activities with [REDACTED], Officer Ingley advised the Chula Vista Police Department dispatch center that he was going to be on an "Extra patrol" of the area.

Once [REDACTED] and Officer Ingley were no longer in view, [REDACTED] took off her jacket and then she performed oral sex on Officer Ingley. After the oral sex, [REDACTED] and Officer Ingley engaged in sexual intercourse.

After their encounter, Officer Ingley and [REDACTED] walked back down the hill to their vehicles. The neighbor across the street was still watching and believed that Officer Ingley and [REDACTED] had gone up the hill and possibly engaged in sexual activity. This was evident by the string of messages which were sent to [REDACTED]. Based on the text message string it is very apparent that the neighbors that live in the vicinity of 300 Moonview Drive are upset about this incident. This neighborhood has placed numerous calls for service to the police department. Typically the calls for service center around individuals that are engaged in sexual activity, disturbances, and underage drinking to name a few.

During the administrative interviews, both [REDACTED] and Officer Ingley apologized for their actions. Officer Ingley also took ownership and responsibility for his actions and cooperated during this investigation.

#### **Disposition of Alleged Violations:**

The following section of the Police Department Manual (PDM), Civil Service Rules (CSR) has been alleged and is disposed herein:

#### **(Conduct Unbecoming of an Officer)**

On April 8, 2018 at approximately 0430 hours, Officer Ingley and his girlfriend [REDACTED] meet at the 300 block of Moonview Drive. Officer Ingley was on duty, driving a marked Chula Vista Police vehicle and in full uniform. During their meet, Officer Ingley and his girlfriend decided to engage in sexual activities. Officer Ingley and [REDACTED] concealed themselves by walking up the hill that leads to a water tower. Once they were concealed from public view, [REDACTED] performed oral sex on Officer Ingley and then they engaged in sexual intercourse while Officer Ingley was on duty. The neighborhood was very upset based on what had been observed. The neighbors that reside around and near Moon View Drive felt that Officer Ingley and [REDACTED] engaged in the same activity that they were complaining about. Some of the comments that the neighborhood made were, "They don't go up the hill when we call with trouble up there, but over the weekend one officer in his patrol car met his honey at 4am and they both went up the hill for about 25 minutes. It called priorities." Another message stated, "They weren't having coffee and doughnuts either." Officer Ingley's actions not only discredited himself and his position but were disgraceful. Officer Ingley discredited the Chula Vista Police Department as a whole.



Officer Ingley's conduct is determined to be in violation of: 647(a) PC, PDM 340.5.1(c), PDM 340.5.4(b), PDM 340.5.8(i), PDM 340.5.9(h), PDM 340.5.9(m), CSR§ 1.08, (Paragraph A.3), CSR § 1.08, (Paragraph A.5), CSR § 1.08, (Paragraph A.16), which state:

**1-A California Penal Code Statute 647(a) PC**

An individual who solicits anyone to engage in or who engages in lewd or dissolute conduct in any public place or in any place open to the public or exposed to public view.

– **SUSTAINED**

**1-B PDM 340.5.1 LAWS, RULES AND ORDERS**

(c) Violation of federal, state, local or administrative laws, rules or regulations.

– **SUSTAINED**

**1-C PDM 340.5.4 RELATIONSHIPS**

(b) Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact. – **SUSTAINED**

**1-D PDM 340.5.8 PERFORMANCE**

(i) Any act on- or off-duty that brings discredit to this department. – **SUSTAINED**

**1-E PDM 340.5.9 CONDUCT**

(h) Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department. – **SUSTAINED**

**1-F PDM 340.5.9 CONDUCT**

(m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or – **SUSTAINED** its members.

**1-G CSR§ 1.08, Paragraph A, Section 3:** Commission of a criminal offense related to the job including moral turpitude or conduct amounting to a any felony or conviction for an offense requiring registration under PC 290. – **SUSTAINED**

**1-H CSR§ 1.08, Paragraph A, Section 5:** Conduct of such a nature that it causes discredit to the agency or the employee's position. – **SUSTAINED**

**1-I CSR § 1.08, Paragraph A, Section 16:** Violation of any department rule, regulation or policy. – **SUSTAINED**

**Previous Similar Allegations or Violations:**

Officer Ingley has no similar allegations or violations.



## Conduct

### 340.1 PURPOSE AND SCOPE

This policy establishes standards of conduct that are consistent with the values and mission of the Chula Vista Police Department and are expected of all department members. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning conduct. In addition to the provisions of this policy, members are subject to all other provisions contained in this manual, as well as any additional guidance on conduct that may be disseminated by this department or a member's supervisors.

### 340.2 POLICY

The continued employment or appointment of every member of the Chula Vista Police Department shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action.

### 340.3 DIRECTIVES AND ORDERS

Members shall comply with lawful directives and orders from any department supervisor or person in a position of authority, absent a reasonable and bona fide justification.

#### 340.3.1 UNLAWFUL OR CONFLICTING ORDERS

Supervisors shall not knowingly issue orders or directives that, if carried out, would result in a violation of any law or department policy. Supervisors should not issue orders that conflict with any previous order without making reasonable clarification that the new order is intended to countermand the earlier order.

No member is required to obey any order that appears to be in direct conflict with any federal law, state law or local ordinance. Following a known unlawful order is not a defense and does not relieve the member from criminal or civil prosecution or administrative discipline. If the legality of an order is in doubt, the affected member shall ask the issuing supervisor to clarify the order or shall confer with a higher authority. The responsibility for refusal to obey rests with the member, who shall subsequently be required to justify the refusal.

Unless it would jeopardize the safety of any individual, members who are presented with a lawful order that is in conflict with a previous lawful order, department policy or other directive shall respectfully inform the issuing supervisor of the conflict. The issuing supervisor is responsible for either resolving the conflict or clarifying that the lawful order is intended to countermand the previous lawful order or directive, in which case the member is obliged to comply. Members who are compelled to follow a conflicting lawful order after having given the issuing supervisor the opportunity to correct the conflict, will not be held accountable for disobedience of the lawful order or directive that was initially issued.

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The person countermanding the original order shall notify, in writing, the person issuing the original order, indicating the action taken and the reason.

### 340.3.2 SUPERVISOR RESPONSIBILITIES

Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:

- (a) Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance and control.
- (b) Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.
- (c) Directing a subordinate to violate a policy or directive, acquiesce to such a violation, or are indifferent to any such violation by a subordinate.
- (d) The unequal or disparate exercise of authority on the part of a supervisor toward any member for malicious or other improper purpose.

### 340.4 GENERAL STANDARDS

Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and California Constitutions and all applicable laws, ordinances and rules enacted or established pursuant to legal authority.

Members shall familiarize themselves with policies and procedures and are responsible for compliance with each. Members should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.

Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

### 340.5 CAUSES FOR DISCIPLINE

The following are illustrative of causes for disciplinary action. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for violation of other rules, standards, ethics and specific action or inaction that is detrimental to efficient department service:

#### 340.5.1 LAWS, RULES AND ORDERS

- (a) Violation of, or ordering or instructing a subordinate to violate any policy, procedure, rule, order, directive, requirement or failure to follow instructions contained in department or City manuals.
- (b) Disobedience of any legal directive or order issued by any department member of a higher rank.
- (c) Violation of federal, state, local or administrative laws, rules or regulations.

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### 340.5.2 ETHICS

- (a) Using or disclosing one's status as a member of the Chula Vista Police Department in any way that could reasonably be perceived as an attempt to gain influence or authority for non-department business or activity.
- (b) The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.
- (c) The receipt or acceptance of a reward, fee or gift from any person for service incident to the performance of the member's duties (lawful subpoena fees and authorized work permits excepted).
- (d) Acceptance of fees, gifts or money contrary to the rules of this department and/or laws of the state.
- (e) Offer or acceptance of a bribe or gratuity.
- (f) Misappropriation or misuse of public funds, property, personnel or services.
- (g) Any other failure to abide by the standards of ethical conduct.

### 340.5.3 DISCRIMINATION, OPPRESSION OR FAVORITISM

Discriminating against, oppressing or providing favoritism to any person because of age, race, color, creed, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, marital status, physical or mental disability, medical condition or other classification protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power or immunity, knowing the conduct is unlawful.

### 340.5.4 RELATIONSHIPS

- (a) Unwelcome solicitation of a personal or sexual relationship while on-duty or through the use of one's official capacity.
- (b) Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact.
- (c) Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact.
- (d) Associating with or joining a criminal gang, organized crime and/or criminal syndicate when the member knows or reasonably should know of the criminal nature of the organization. This includes any organization involved in a definable criminal activity or enterprise, except as specifically directed and authorized by this department.
- (e) Associating on a personal, rather than official basis with persons who demonstrate recurring involvement in serious violations of state or federal laws after the member knows, or reasonably should know of such criminal activities, except as specifically directed and authorized by this department.



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#### 340.5.5 ATTENDANCE

- (a) Leaving the job to which the member is assigned during duty hours without reasonable excuse and proper permission and approval.
- (b) Unexcused or unauthorized absence or tardiness.
- (c) Excessive absenteeism or abuse of leave privileges.
- (d) Failure to report to work or to place of assignment at time specified and fully prepared to perform duties without reasonable excuse.

#### 340.5.6 UNAUTHORIZED ACCESS, DISCLOSURE OR USE

- (a) Unauthorized and inappropriate intentional release of confidential or protected information, materials, data, forms or reports obtained as a result of the member's position with this department.
  - 1. Members of this department shall not disclose the name, address or image of any victim of human trafficking except as authorized by law (Penal Code § 293).
- (b) Disclosing to any unauthorized person any active investigation information.
- (c) The use of any information, photograph, video or other recording obtained or accessed as a result of employment or appointment to this department for personal or financial gain or without the express authorization of the Chief of Police or the authorized designee.
- (d) Loaning, selling, allowing unauthorized use, giving away or appropriating any Chula Vista Police Department badge, uniform, identification card or department property for personal use, personal gain or any other improper or unauthorized use or purpose.
- (e) Using department resources in association with any portion of an independent civil action. These resources include, but are not limited to, personnel, vehicles, equipment and non-subpoenaed records.

#### 340.5.7 EFFICIENCY

- (a) Neglect of duty.
- (b) Unsatisfactory work performance including, but not limited to, failure, incompetence, inefficiency or delay in performing and/or carrying out proper orders, work assignments or the instructions of supervisors without a reasonable and bona fide excuse.
- (c) Concealing, attempting to conceal, removing or destroying defective or incompetent work.
- (d) Unauthorized sleeping during on-duty time or assignments.
- (e) Failure to notify the Department within 24 hours of any change in residence address, contact telephone numbers or marital status.

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### 340.5.8 PERFORMANCE

- (a) Failure to disclose or misrepresenting material facts, or making any false or misleading statement on any application, examination form, or other official document, report or form, or during the course of any work-related investigation.
- (b) The falsification of any work-related records, making misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alteration, destruction and/or mutilation of any department record, public record, book, paper or document.
- (c) Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any department-related business.
- (d) Being untruthful or knowingly making false, misleading or malicious statements that are reasonably calculated to harm the reputation, authority or official standing of this department or its members.
- (e) Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this department or subverts the good order, efficiency and discipline of this department or that would tend to discredit any of its members.
- (f) Unlawful gambling or unlawful betting at any time or any place. Legal gambling or betting under any of the following conditions:
  - 1. While on department premises.
  - 2. At any work site, while on-duty or while in uniform, or while using any department equipment or system.
  - 3. Gambling activity undertaken as part of an officer official duties and with the express knowledge and permission of a direct supervisor is exempt from this prohibition.
- (g) Improper political activity including:
  - 1. Unauthorized attendance while on-duty at official legislative or political sessions.
  - 2. Solicitations, speeches or distribution of campaign literature for or against any political candidate or position while on-duty or, on department property except as expressly authorized by City policy, the memorandum of understanding, or the Chief of Police.
- (h) Engaging in political activities during assigned working hours except as expressly authorized by City policy, the memorandum of understanding, or the Chief of Police.
- (i) Any act on- or off-duty that brings discredit to this department.

### 340.5.9 CONDUCT

- (a) Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law

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enforcement agency or that may result in criminal prosecution or discipline under this policy.

- (b) Unreasonable and unwarranted force to a person encountered or a person under arrest.
- (c) Exceeding lawful peace officer powers by unreasonable, unlawful or excessive conduct.
- (d) Unauthorized or unlawful fighting, threatening or attempting to inflict unlawful bodily harm on another.
- (e) Engaging in horseplay that reasonably could result in injury or property damage.
- (f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department or the City.
- (g) Use of obscene, indecent, profane or derogatory language while on-duty or in uniform.
- (h) Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.
- (i) Unauthorized possession of, loss of, or damage to department property or the property of others, or endangering it through carelessness or maliciousness.
- (j) Attempted or actual theft of department property; misappropriation or misuse of public funds, property, personnel or the services or property of others; unauthorized removal or possession of department property or the property of another person.
- (k) Activity that is incompatible with a member's conditions of employment or appointment as established by law or that violates a provision of any memorandum of understanding or contract to include fraud in securing the appointment or hire.
- (l) Initiating any civil action for recovery of any damages or injuries incurred in the course and scope of employment or appointment without first notifying the Chief of Police of such action.
- (m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

### 340.5.10 SAFETY

- (a) Failure to observe or violating department safety standards or safe working practices.
- (b) Failure to maintain current licenses or certifications required for the assignment or position (e.g., driver license, first aid).
- (c) Failure to maintain good physical condition sufficient to adequately and safely perform law enforcement duties.
- (d) Unsafe firearm or other dangerous weapon handling to include loading or unloading firearms in an unsafe manner, either on- or off- duty.
- (e) Carrying, while on the premises of the work place, any firearm or other lethal weapon that is not authorized by the member's appointing authority.



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- (f) Unsafe or improper driving habits or actions in the course of employment or appointment.
- (g) Any personal action contributing to a preventable traffic collision.
- (h) Concealing or knowingly failing to report any on-the-job or work-related accident or injury as soon as practicable but within 24 hours.

#### 340.5.11 INTOXICANTS

- (a) Reporting for work or being at work while intoxicated or when the member's ability to perform assigned duties is impaired due to the use of alcohol, medication or drugs, whether legal, prescribed or illegal.
- (b) Possession or use of alcohol at any work site or while on-duty, except as authorized in the performance of an official assignment. A member who is authorized to consume alcohol is not permitted to do so to such a degree that it may impair on-duty performance.
- (c) Unauthorized possession, use of, or attempting to bring a controlled substance, illegal drug or non-prescribed medication to any work site.

#### 340.6 INVESTIGATION OF DISCIPLINARY ALLEGATIONS

Regardless of the source of an allegation of misconduct, all such matters will be investigated in accordance with Personnel Complaint Procedure Policy Manual § 1020. Pursuant to Government Code §§ 3304(d) and 3508.1, the investigation should be completed within one year of the discovery of the allegation unless such investigation falls within one of the exceptions delineated within those provisions.

In an effort to encourage expeditious investigations, investigations that take longer than ninety days from the date of discovery to complete shall be reported by the Professional Standards Unit to the Human Resources Director ( Civil Service Rule§ 1.08(B)(1) ).

##### 340.6.1 WRITTEN REPRIMANDS

Any employee wishing to formally appeal a written reprimand must submit a written request to his/her Division Commander within ten days of receipt of the written reprimand. The appeal will be heard by a Division Commander not in the employee's chain of command and not otherwise related to the investigation. In the event all Division Commanders are either in the employee's chain of command or related to the investigation, the Chief of Police may assign the appeal to another uninvolved supervisor of at least one rank above the rank of the supervisor issuing the original written reprimand.

Absent a written stipulation to the contrary, the employee will be provided with an evidentiary hearing before the hearing officer. The decision of the hearing officer to sustain, modify or dismiss the written reprimand shall be considered final.

#### 340.7 POST INVESTIGATION PROCEDURES

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#### 340.7.1 DIVISION COMMANDER RESPONSIBILITIES

Upon receipt of any completed personnel investigation, the Division Commander of the involved employee shall review the entire investigative file, the employee's personnel file and any other relevant materials.

The Division Commander may make recommendations regarding the disposition of any allegations and the amount of discipline, if any, to be imposed.

Prior to forwarding recommendations to the Chief of Police, the Division Commander may return the entire investigation to the assigned detective or supervisor for further investigation or action.

When forwarding any written recommendation to the Chief of Police, the Division Commander shall include all relevant materials supporting the recommendation. Actual copies of an employee's existing personnel file need not be provided and may be incorporated by reference.

#### 340.7.2 RESPONSIBILITIES OF THE AGENCYHEAD

Upon receipt of any written recommendation for disciplinary action, the Chief of Police shall review the recommendation and all accompanying materials.

The Chief of Police may modify any recommendation and/or may return the file to the Division Commander for further investigation or action.

Once the Chief of Police is satisfied that no further investigation or action is required by staff, the Chief of Police shall determine the amount of discipline, if any, to be recommended.

In the event disciplinary action is recommended, the Chief of Police shall provide the employee with written ( Skelly ) notice of the following information within one year of the date of the discovery of the alleged misconduct (absent an exception set forth in Government Code § 3304(d) or Government Code § 3508.1):

Specific charges set forth in separate counts, describing the conduct underlying each count.

A separate recommendation of proposed discipline for each charge.

A statement that the employee has been provided with or given access to all of the materials considered by the Chief of Police in recommending the proposed discipline.

An opportunity to respond orally or in writing to the Chief of Police within five days of receiving the Skelly notice.

Upon a showing of good cause by the employee, the Chief of Police may grant a reasonable extension of time for the employee to respond.

If the employee elects to respond orally, the presentation shall be recorded by the Department. Upon request, the employee shall be provided with a copy of the recording.

#### 340.7.3 EMPLOYEE RESPONSE

The pre-discipline process is intended to provide the accused employee with an opportunity to present a written or oral response to the Chief of Police after having had an opportunity to review

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the supporting materials and prior to imposition of any recommended discipline. The employee shall consider the following:

- (a) This Skelly response is not intended to be an adversarial or formal hearing.
- (b) Although the employee may be represented by an uninvolved representative or legal counsel, the Skelly response is not designed to accommodate the presentation of testimony or witnesses.
- (c) The employee may suggest that further investigation could be conducted or the employee may offer any additional information or mitigating factors for the Chief of Police to consider.
- (d) In the event that the Chief of Police elects to cause further investigation to be conducted, the employee shall be provided with the results of such subsequent investigation prior to the imposition of any discipline.
- (e) The employee may thereafter have the opportunity to further respond orally or in writing to the Chief of Police on the limited issues of information raised in any subsequent materials.
- (f) Once the employee has completed his/her Skelly response or if the employee has elected to waive any such response, the Chief of Police shall consider all information received in regard to the recommended discipline. Once the Chief of Police determines that discipline will be imposed, a timely written decision shall be provided to the employee with 30 days, imposing, modifying or rejecting the recommended discipline. In the event of a termination, the final notice of discipline shall also inform the employee of the reason for termination and the process to receive all remaining fringe and retirement benefits.
- (g) Once the Chief of Police has issued a written decision, the discipline shall become effective.

#### 340.7.4 RESIGNATIONS/RETIREMENTS PRIOR TO DISCIPLINE

In the event that an employee tenders a written retirement or resignation prior to the imposition of discipline, it shall be noted in the file.

The tender of a retirement or resignation by itself shall not serve as grounds for the termination of pending discipline.

#### 340.7.5 POST SKELLY PROCEDURE

In situations resulting in the imposition of a suspension, punitive transfer, demotion, termination of a non-probationary employee, the employee shall have the right to an evidentiary appeal of the Chief of Police's imposition of discipline pursuant to the operative Memorandum of Understanding (MOU) or collective bargaining agreement and personnel rules.

During any post-Skelly administrative appeal, evidence that an officer has been placed on a Brady list or is otherwise subject to Brady restrictions may not be introduced unless the underlying allegations of misconduct have been independently established. Thereafter, such Brady evidence shall be limited to determining the appropriateness of penalty. (Government Code § 3305.5).



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### 340.7.6 DISCIPLINARY ACTION AGAINST PROBATIONARY EMPLOYEES

In the event that a probationary employee is terminated solely for unsatisfactory performance or the failure to meet department standards, the employee shall have no right to appeal and the following shall be considered:

- (a) Termination of a probationary employee for such failure to pass probation shall be so reflected in the employee's personnel file.
- (b) In the event that a probationary employee is disciplined or terminated for misconduct, the employee shall only be entitled to appeal the decision in the same manner as set forth in the Skelly procedure as set forth above. The appeal process may be held prior to or within a reasonable time after the imposition of discipline.
- (c) At all times during any investigation of allegation of misconduct involving a probationary officer, such officer shall be afforded all procedural rights set forth in Government Code § 3303 and applicable Department policies.
- (d) A probationary employee's appeal of disciplinary action shall be limited to an opportunity for the employee to attempt to establish that the underlying allegations should not be sustained. Nothing in this policy or procedure, however should be construed to establish any sort of property interest in or right to the employee's continuation of employment.
- (e) The burden of proof for any probationary employee's appeal of disciplinary action shall rest with the employee and will require proof by a preponderance of the evidence.
- (f) In the event that a probationary employee meets his or her burden of proof in such a disciplinary appeal, the Department shall remove all reference to the underlying allegations of misconduct from the employee's personnel file.
- (g) In the event that a probationary employee fails to meet his or her burden of proof in such a disciplinary appeal, the employee shall have no further right to appeal beyond the Chief of Police.

# Disciplinary Investigations

## EMPLOYEE INTERVIEW RIGHTS

The following statements should be read to employee before the interview. Please note, some of the statements may be deleted or omitted depending on the circumstances.

1. My name is       (state name, rank, and command)      . This is an administrative investigation being conducted at       (location)       on       (date)       at       (time)      .
2. This is an administrative investigation conducted for       (give general nature of allegations)      .
3. I will be the employee in charge of this interview. All questions during the interview will be asked by and through no more than two interviewers at one time. The other interviewer will be       (state name, rank, and command)      .
4. The following individuals are present in the room:       (have each person announce their full name for voice identification)      .
5. I will be recording this interview. You have the right to access the recording prior to any further interviews.
6. You have the right to record this interview yourself, if you desire.
7. You have the right to have representation present during the course of this interview.
8. You have the right to take reasonable breaks during the course of this interview.
9. No offensive or threatening language, promises, or other inducements to answer questions may be used against you during the course of this interview.
10. You are directed to answer any and all questions that are asked completely and in a truthful manner, giving us information that might help determine what happened. Failure to answer the questions will be considered an act of insubordination and, or failure to answer truthfully can be an independent basis for disciplinary action, including and up to termination.
11. You are ordered to keep the investigation confidential and not to discuss this investigation with any witnesses or other involved individuals, including complainant, but you may speak to your union representative or attorney.

~~In the event the employee is being interviewed simultaneously by an administrative investigator and a criminal investigator, or if it is determined the employee might face criminal prosecution (i.e. for potentially criminal conduct), the employee must **immediately** be advised of their rights per Miranda. (Pre-printed forms with these admonishments are available from the Professional Standards Unit.)~~

~~If the employee chooses to invoke their Miranda rights, proceed by reading the employee the "Lybarger" admonishment. (Pre-printed forms with these admonishments are available from the Professional Standards Unit.) The interview may then proceed as normal. If the employee chooses to waive their Miranda rights and give a voluntary statement, the following should also be read:~~

- ~~12. This allegation could be construed as criminal in nature. While this is certainly your opportunity to provide us with any information which you believe might be helpful to this criminal investigation, it is important that you clearly understand that you are not required to talk to us right now and that no discipline could result if you elect not to provide us with a statement. Your statement to us must be strictly voluntary.~~

## MIRANDA ADMONISHMENT

Due to the nature of this administrative investigation, Government Code § 3303(h) requires me to advise you of your constitutional rights. Therefore, it is important that you understand that criminally:

- You have the right to remain silent.
- Anything you say may be used against you in court.
- You have the right to an attorney before and during questioning.
- If you cannot afford an attorney, one will be appointed for you before questioning, if you wish.

## MIRANDA WAIVER

- Do you understand each of these rights that I have explained to you?

YES

NO

- With the rights in mind, would you like to speak to me now?

YES

NO

## LYBARGER WARNING

- While you have the right to remain silent with regard to any criminal investigation, you do not have the right to refuse to answer my questions administratively.
- This is an administrative investigation. I am, therefore, now ordering you to answer all of my questions, fully and honestly.
- If you refuse to answer my questions, your silence can be deemed insubordination and result in administrative discipline, up to and including termination.
- Any statement you make under compulsion of the threat of such discipline cannot be used against you criminally.

I understand my rights as described in the ~~MIRANDA ADMONISHMENT~~ and ~~WILL~~ / ~~WILL NOT~~ discuss this matter with you administratively.

EMPLOYEE

WITNESS:

DATE:

DATE:

5/7/18

5/7/18



**Incident Detailed Report**

Incident#: 180408L00031660

**Summary**

Location: 300 MOON VIEW DR

Loc Name:

City: CHLA VSTA

Description:

Building:

Subdiv:

Floor:

Apt/Unit:

Status: Closed

Created: 4:32:36 4/8/2018

Inc Type: EXPAT

Agency Type: L

Mod Circ:

Priority: 5

Agency ID: CV

Area: PCW

Sector: 31

Beat: 31A

Report#:

Disposition: K,C

**Dispatch**

Unit(s): CV/131J (Officers: CV/Ingley Michael) (Primary)

**Comments****Persons****Vehicles****Premise Hazard****Previous Incidents**

Location	Inc Type	Incident #	Status	Date
300 MOON VIEW DR, CHLA VSTA	415SUB	180115L00004489	Closed	17:29:18 1/15/2018

**Associated Incidents****Attachments****History**

Time/Date	Trans Type	User ID	Console ID
4:53:18 4/8/2018	INC UPDT	CV1128	PD-DISPATCH4
Disposition		Dispo: C	
4:53:18 4/8/2018	UNIT MGMT	CV1128	PD-DISPATCH4
Unit Location		Unit ID: CV/131J	
Location: NULL (300 MOON VIEW)			
4:53:18 4/8/2018	FREE UNIT	CV1128	PD-DISPATCH4
Unit Freed		Unit ID: CV/131J	
4:53:18 4/8/2018	UNIT STAT	CV1128	PD-DISPATCH4
Unit Status		Unit ID: CV/131J	
Status: AV (C4)			
4:53:18 4/8/2018	INC STAT	CV1128	PD-DISPATCH4
Incident Status		Status: Closed (Active)	
4:53:18 4/8/2018	INC UPDT	CV1128	PD-DISPATCH4
Disposition		Dispo: K	
4:53:13 4/8/2018	UNIT STAT	CV1128	PD-DISPATCH4
Unit Status		Unit ID: CV/131J	
Status: C4 (97)			

Time/Date	Trans Type	User ID	Console ID
4:47:45 4/8/2018	TIMEOUT	CV1128	PD-DISPATCH4
Unit Timeout Reset		Unit ID: CV/131J	
Timeout Value: Disabled			
4:37:36 4/8/2018	TIMEOUT	System	System
Unit Timeout		Unit ID: CV/131J	
4:32:42 4/8/2018	INC UPDT	CV1128	PD-DISPATCH4
Incident Updated		AddressChkByPassed: No (Yes)	
CityName: CHLA VSTA		Latitude: 32.646494 (0.000000)	
Location: 300 MOON VIEW DR (300 MOON VIEW)		Longitude: -117.047218 (0.000000)	
ValidationLevel: Premise Lvl			
4:32:42 4/8/2018	INC UPDT	CV1128	PD-DISPATCH4
Jurisdiction Updated		Sector: 31	
Beat: 31A			
4:32:36 4/8/2018	UNIT MGMT	CV1128	PD-DISPATCH4
Unit Location		Unit ID: CV/131J	
Location: 300 MOON VIEW			
4:32:36 4/8/2018	UNIT STAT	CV1128	PD-DISPATCH4
Unit Status		Unit ID: CV/131J	
Status: 97 (AV)			
4:32:36 4/8/2018	INC STAT	CV1128	PD-DISPATCH4
Incident Status		Status: Active (Pending)	
4:32:36 4/8/2018	PRIM UNIT	CV1128	PD-DISPATCH4
Primary Unit		Primary: CV/131J	
4:32:36 4/8/2018	DPTCH	CV1128	PD-DISPATCH4
Dispatch		Assigned Unit: CV/131J (Officers: CV/Ingley Michael)	
4:32:36 4/8/2018	ADD BYPASS	CV1128	PD-DISPATCH4
Bypassed with Jurisdiction			
4:32:36 4/8/2018	INC CREATE	CV1128	PD-DISPATCH4
Jurisdiction		Area: PCW	
4:32:36 4/8/2018	INC CREATE	CV1128	PD-DISPATCH4
Incident Created (Field Initiated)		Source: OFFICER	
Bypassed: Yes		Location: 300 MOON VIEW	
Latitude: 0.000000		Longitude: 0.000000	
Incid Type: EXPAT		Priority: 5	



Roxana Kennedy  
Chief of Police

Patrol Operations  
Captain Vern Sallee  
(619) 691-5218

Support Operations  
Captain Phil Collum  
(619) 691-5209

Investigations  
Captain Eric  
Thunberg  
(619) 691-5230

Administrative  
Services Manager  
Jonathan Alegre  
(619) 476-2570

Supervising Public  
Safety Analyst  
Joseph Walker  
(619) 691-5205

Senior  
Administrative  
Secretary  
Cathy Miller  
(619) 691-5150

# CHULA VISTA POLICE DEPARTMENT POLICE ADMINISTRATION

*Protecting today. Securing tomorrow.*

w w w . c h u l a v i s t a p d . o r g

Date: May 7, 2018

To: Officer Michael Ingley ID# 1191

From: Captain Phil Collum ID# 544

Subject: Administrative Leave

This is to inform you that Sergeant John English will be conducting an administrative investigation concerning an allegation of conduct unbecoming an officer. These allegations, if found true, are in violation of Police Department Policies.

As a result of this action, you are not entitled to the provisions of California Penal Code § 832, pending the outcome of this matter. I am directing you to immediately surrender your Chula Vista Police Department firearm, badge (including flat badge), identification card and proximity card directly to Lieutenant Miriam Foxx.

You are officially ordered not to discuss this investigation or the allegations with anyone other than Sergeant English, your designated Police Association representative, and/or an attorney representing you in this matter. This includes but is not limited to, any conversation, either in person or by telephone, or any written communication, either on or off duty.

Your failure to abide by this order will be deemed insubordination and may result in administrative discipline up to and including termination of employment. You will be allowed to have a representative of your choice present during the interview, pursuant AB-301, an attorney, a member of the Police Association or anyone else not connected with this investigation.

You are being reassigned to the Administrative Services Division effective immediately. You will be compensated forty hours of pay per week during this leave time. You are further ordered to contact Sergeant John English at (619) 691-5217 every day, Monday through Friday, at 0930 hours. You may leave a message for Sergeant English at his telephone number in the event he does not answer.

You will be notified of further action on this matter by the Administrative Services Division of this Police Department or authority.

\_\_\_\_\_  
Acting Captain Phil Collum  
Administrative Services Division Commander

5/7/2018 1410 HRS  
Date/time

\_\_\_\_\_  
Respected by

5/7/2018 1623 HRS  
Date/time

\_\_\_\_\_  
Employee signature

5/7/18 1623  
Date/time





Roxana Kennedy  
Chief of Police

**Division  
Commander**  
Capt. Reber  
(619) 691-5218

**Watch  
Commanders**  
(619) 476-5374  
(619) 409-5424 Fax

Lt. Autolino  
(619) 476-2399  
Lt. Foxx  
(619) 409-5929  
Lt. Kelley  
(619) 476-2574  
Lt. Magor  
(619) 476-2456  
Lt. Peak  
(619) 691-5236

**Patrol Sergeants**  
(619) 585-5740  
( ) 476-2548 Fax

Sgt. Barrett  
(619) 476-2448  
Sgt. Bolger  
(619) 476-5301  
Sgt. Deaner  
(619) 476-2449  
Sgt. Kahl  
(619) 476-2438  
Sgt. Kendricks  
(619) 691-5235  
Sgt. Meredith  
(619) 585-5690  
Sgt. Petray  
(619) 691-5224  
Sgt. Pinedo  
(619) 409-3842  
Sgt. Ratchford  
(619) 476-2450  
Sgt. Rowbotham  
(619) 476-2446  
Sgt. Schneider  
(619) 476-2439  
Sgt. Szymczak  
(619) 691-5017  
Sgt. Tseko-Biffle  
(619) 385-6700  
Sgt. Walker  
(619) 476-2437  
Sgt. Winslow  
(619) 476-2445

**ICC Analyst**  
Maine Abad  
( ) 409-5938  
(619) 476-2555 Fax

# CHULA VISTA POLICE DEPARTMENT

## PATROL OPERATIONS

*Protecting today. Securing tomorrow.*

w w w . c h u l a v i s t a p d . o r g

Date: April 21, 2018

To: Officer M. Ingley #1191

From: Sergeant M. Meredith #646

Subject: **Administrative Investigation (PS# Pending)**

This is to inform you that I am conducting an administrative investigation into your involvement in an incident that occurred on 04/08/2018 at approximately 0430 hours. These allegation(s), if found true, are in violation of Department Policies. The allegation(s) may include but are not limited to:

### **PDM 340.5.8: PERFORMANCE**

(b)The falsification of any work-related records, making misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alterations, destruction and/or mutilation of any department record, public record, book, paper or document.

### **Administrative Investigation (continued):**

You are officially ordered not to discuss this investigation or the allegations with anyone other than myself with the exception of your designated Police Association representative and or an attorney. This includes but is not limited to, any conversation, either in person or by telephone, or any written communication, either on or off duty. Your failure to abide by this order will be deemed insubordination, pursuant to PDM 340.3.5 (e) and result in administrative discipline up to and including termination of employment. You will be allowed to have a representative of your choice present during the interview, pursuant AB-301, an attorney, a member of the Police Association or anyone else not connected with this investigation.

I have scheduled the interview for May 4, 2018 at 1900 hours. For the benefit of all parties involved, this investigation will be completed as swiftly as

possible. Should you have any questions or concerns that surface during the course of this investigation, please do not hesitate to contact me.

Sergeant Mark Meredith  
Patrol Division  
(619) 585-5690

## John English

---

**From:** Michael Ingley  
**To:** Mark Meredith  
**Sent:** Saturday, April 21, 2018 3:06 AM  
**Subject:** Read: Administrative Investigation

Your message

To: Michael Ingley  
Subject: Administrative Investigation  
Sent: Saturday, April 21, 2018 2:59:24 AM (UTC-08:00) Pacific Time (US & Canada)

was read on Saturday, April 21, 2018 3:06:20 AM (UTC-08:00) Pacific Time (US & Canada).



## Rusty Rea

---

**From:** Phil Collum  
**Sent:** Tuesday, April 10, 2018 7:57 AM  
**To:** Rusty Rea  
**Subject:** FW: Police Officer involved in extracurricular activity on Moonview Drive at 4 a.m.

Acting Captain Phil Collum  
Support Operations Division  
Chula Vista Police Department  
315 Fourth Avenue  
Chula Vista, Ca 91910  
(619) 476-2454

**From:** [REDACTED]  
**Sent:** Monday, April 9, 2018 9:33  
**To:** Henry Martin <HMartin@chulavistapd.org>; Phil Collum <pcollum@chulavistapd.org>; John McCann <jmccann@chulavistaca.gov>; Patricia Aguilar <PAguilar@chulavistaca.gov>; Angela Gaines <AGaines@chulavistapd.org>; Mary Salas <MSalas@chulavistaca.gov>  
**Subject:** Police Officer involved in extracurricular activity on Moonview Drive at 4 a.m.

Dear Public Officials:

This weekend at 4 a.m. on Moonview Drive this incident with a CVPD patrol officer and woman was watched by a homeowner. You want to talk about bad public relations (no pun intended) in our neighborhood, this will do it.

This was a text message exchange in our neighborhood.

They don't go up the hill when we call with trouble up there, but over the weekend one officer in his patrol car met his honey at 4am and they both went up the hill for about 25 minutes. It's called priorities.

I was watching the whole thing. I was so mad. Saw another officer the next morning here and told him about it. I almost called 911 at 4am.

Yeah another who was a lady. They weren't having coffee and doughnuts either.

The other car was a private persons car. The cop car drove down the street without lights one minute after the gal showed up. The reason I saw this was I got up to piss.

The cops only go up the hill when they are getting some action 😊

This is the type of bad behavior we are trying to eliminate on this street. I hope someone will take the time to look into this. It looks like the additional lighting on Moonview Drive is very much needed and immediately. How do I get on the City Council docket to request one?

Thanks



## John English

---

**From:** Mark Meredith  
**Sent:** Tuesday, May 15, 2018 11:45 AM  
**To:** John English  
**Subject:** Fwd: FW: Re:

Sent from my iPhone

Begin forwarded message:

**From:** Mark Meredith <MMeredith@chulavistapd.org>  
**Date:** May 7, 2018 at 8:26:23 AM PDT  
**To:** Jason Deaner <jdeaner@chulavistapd.org>  
**Cc:** Mark Meredith <MMeredith@chulavistapd.org>  
**Subject:** FW: Re:

**From:** [REDACTED]  
**Sent:** Sunday, April 29, 2018 9:52 PM  
**To:** Mark Meredith <MMeredith@chulavistapd.org>  
**Subject:** Re: Re:

Hi Sgt. Meredith:

Have you tried knocking on [REDACTED] door and speaking with him directly? Letting him know that you are taking his concern very seriously and that you are in charge of follow-up? I do not know the woman's description. I don't know if [REDACTED] can see that distance. He does wear glasses and they were down in the far end of the cul-de-sac. If [REDACTED] he is home.

Thanks for your follow-up. It is appreciated.

[REDACTED]  
There have been no lights in the home for a few months but there are people who live in that home. Their trash cans are always filled. The neighbor on the east side of that home, I believe, her name is [REDACTED] [REDACTED] knows [REDACTED] and may have his phone number.

[REDACTED]  
[REDACTED]  
They just moved back into the home after a fire gutted their garage. They do have working cameras.  
[REDACTED]  
[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

On Sat, Apr 28, 2018 at 2:27 AM, Mark Meredith <MMeredith@chulavistapd.org> wrote:

>  
> [REDACTED] I do have some more questions for you. First, would it be possible to have [REDACTED] provide a better description of the female, such hair color, height, age, what she was wearing etc? Also, I was out on Windrose tonight and saw two houses that had cameras, the first was [REDACTED] the next was [REDACTED] I plan on knocking on their doors tomorrow to see if they have video of the incident. I was wondering if you knew the name of these residence. Also [REDACTED] has a sign that said video taping is in progress but I did not see any cameras.

>  
>  
>  
> Thanks again for all the help,  
>  
> Sgt. M. Meredith  
>  
>  
>

> From: [REDACTED]  
> Sent: Sunday, April 22, 2018 4:55 AM  
> To: Mark Meredith <MMeredith@chulavistapd.org>  
> Subject: Re:

>  
>  
>  
> No that is [REDACTED] who walks his dog, [REDACTED] lives over [REDACTED] far from this location. There is no one on Windrose Way that lives close enough to Moonview Drive that I know of that has security cameras.

>  
>  
> [REDACTED]

>  
>  
>  
> On Sun, Apr 22, 2018 at 1:10 AM, Mark Meredith <MMeredith@chulavistapd.org> wrote:

>  
> Good morning,  
>  
> I was told he wished to remain anonymous. Is [REDACTED] early in the morning? If so I do remember him. I was wondering not only if he had video, but if any other neighbors had camera on their houses that may have captured the incident.

>  
> Nice to hear from you again.  
>

> Sgt. M Meredith

>

>

>

> Sent from my iPhone

>

>

> On Apr 21, 2018, at 8:48 PM, [REDACTED] wrote:

>

> Hi Sgt. Meredith:

>

> I am surprised that Capt. Collum did not provide you with [REDACTED] information. No, [REDACTED] does not have video surveillance cameras installed. You met [REDACTED] at your Sunday evening gathering a few weeks back.

>

> I forwarded your email to [REDACTED] email address and hopefully she receives it and they respond.

>

> Sincerely,

>

>

> [REDACTED]

>

>

> On Sat, Apr 21, 2018 at 5:20 AM, Mark Meredith <[MMeredith@chulavistapd.org](mailto:MMeredith@chulavistapd.org)> wrote:

>

> Good morning,

> I am Sgt M. Meredith with the Chula Vista Police. I have been assigned to investigate your complaint regarding the officer's actions on 04/08/18. I was wondering if any of your neighbors have cameras that face the street and may have captured this incident. If you could let me know this would be extremely helpful. If you have any other questions, please feel free to email me. I have met with several of the neighborhood watch members in the past, regarding other issues.

>

> Thank you,

> Sgt. M. Meredith

> Team 6 Friday-Sunday, 1830-0700.

>

> Sent from my iPhone

>

>

>

>

On 04/13/18 I received notification regarding Officer Ingley's alleged activities on 04/08/18 at approximately 0430 hours. This notification was received via email ultimately from [REDACTED]

[REDACTED] Chula Vista. The original RP [REDACTED] e on duty, drove his vehicle to 400 block of Moonview. Met with an unknown female, who arrived approximately 1 minute before, then walked up the hill together. The RP stated Officer Ingley and the female came back down the hill approximately 25 minutes later.

On 04/10/18 Lt Rea printed the CAD report of 04/08/18 for Officer Ingley. The CAD does in fact show Officer Ingley putting himself on extra patrol on the date and time in question. The CAD printout shows Officer Ingley at 0432 hours going on extra patrol on Moonview and going back into service at 0453 hours. Also on 04/10/18 Lt. Rea printed the GPS coordinates for Officer Ingley's marked Chula Vista Police vehicle (P46). The vehicle's GPS also confirmed Officer Ingley's location at Moonview at the approximate times. Lastly, the daily roster showed Officer Ingley working on the night of 04/07/18 as 131J and driving Chula Vista Police vehicle P46. Additionally, Officer C. Walsh (132J), H. Ingram (141J) and D. Sachs (142J) were working in the same night as his sector partners.

I contacted Officer Ingley and informed him that I would be requesting his appearance on May 7, 2018 at 0500 hours for an administrative interview. Per the administrative leave paperwork which stated Officer Ingley, he knew that he had the right to counsel or to have a representative of his choice, pursuant to AB-301I. I sent this notification to Officer Ingley via email on 04/21/18 at approximately 0300 hours. On the same day, a short time later, I called Officer Ingley and informed him of the email, the investigation and ordered him not to talk about the investigation. At approximately 0306 hours, I was notified by email that Officer Ingley acknowledged reading the email.

On 04/28/18, at approximately 1900 hours, I drove to the 400 block of Windrose to check for cameras on houses. I saw two houses had cameras on the exterior [REDACTED] One other house stated it was under video surveillance [REDACTED] but the house looked empty and I did not see any cameras on the exterior. Additionally, on the same day, I emailed Lt. Martin and Sgt. Giaime to see if any cameras are on the water tower. On 05/02/18 Lt. Martin notified me via email that the water tower on Moonview did not have cameras.

On May 7, 2018 at approximately 0500 hours, Sgt. J English and I met with Officer Ingley and his legal representative, identified as Brittany Collet. Officer Ingley was provided with an administrative admonishment to include the Miranda Wavier, at which time he invoked. Officer Ingley was then provided with the Lybarger Admonishment and Lybarger Warning. After providing the Lybarger Warning, Officer Ingley was ordered to provide a statement and he complied. The following report is a summary of the interview, please see the transcript of the interview for the exact wording. I started the interview by notifying all parties present that I was



recording the interview and then I activated my digital recorder. Additionally, Mrs. Collet recorded the interview as well

#### **STATEMENT OF OFFICER M. INGLEY:**

After completing these forms, I then began detailing the complaint against Officer Ingley. I explained that a resident of Windrose Ave, on 04/08/18 at approximately 0400 hours watched as a vehicle parked on Moonview and then a short time later a marked police unit parked next to the vehicle. The resident then watched as a female from the initial vehicle and the police officer walked up the hill. The resident said they returned to their vehicles about 25 minutes later and then left the area. I told Officer Ingley since receiving the complaint some follow up was conducted. I had in fact using the Team 6 daily patrol roster, the CAD printout and P46's GPS determined that he (Officer Ingley) was the officer that the resident was complaining about. I then went on to explain, the residents that live near 400 Moonview have complained numerous times about illegal activity taking place. Specifically, mostly juveniles parking their vehicle on Moonview having sex on the hill or in their vehicles and drug use. The entire neighborhood had complained about this for many years and as such, the City of Chula Vista and the Chula Vista Police Department have enacted several measures to combat this problem. Namely, putting up street lights, painting the curb red and placing signs along Moonview limiting parking time. Also, Lt. Martin and I have requested that officer's conduct extra patrols to help the neighborhood resolve these problems.

I then asked Officer Ingley to explain what occurred that morning. Officer Ingley stated he met a girl and took her up to the water tower. Officer Ingley stated he met the girl, who he later identified as [REDACTED] on the website *Plenty of Fish*. After climbing to the top of the hill, Officer Ingley stated they began to hug and "made out" and then they had sex. I asked Officer Ingley if his beat partners were aware of what he planned to do. Officer Ingley said his beat partners were unaware of what he was doing and this was an impulsive decision. Officer Ingley stated he has never done this (having sex on duty) before. I asked Officer Ingley if he contacted [REDACTED] on his personal phone or his work phone. Officer Ingley stated on his personal phone and he would be willing to show us the website (*Plenty of Fish*) along with his account. Officer Ingley did show me his *Plenty of Fish* account, but was only able to give me a few details about [REDACTED]. However, he stated [REDACTED] is an Hispanic female, medium complexion, approximately 27 years old, about 5 feet 6 inches tall, with curly hair and a "big butt".

Officer Ingley claimed to have blocked her number several weeks before, so he was unable to provide me with her phone number. I asked Officer Ingley if I could see his personal cell phone, but he declined. Officer Ingley said he believed [REDACTED] worked as a Medical assistant for [REDACTED] and her Snap Chat user name was [REDACTED]. I asked Officer Ingley why he did not have her phone number, Officer Ingley said he used an app call *Text Now* and has since blocked her. He continued by saying me, he met her approximately three times, once the week before meeting her on Moonview and then again, the week after. He stated they had sex once

before this incident. Sgt. English asked if he paid her money for sex. Officer Ingley said he did not.


I asked Officer Ingley to tell me what kind of sex act they did while up on the hill. Officer Ingley said they were on the hill for approximately 15 minutes. During this 15 minutes Officer Ingley stated [REDACTED] gave him a "blow job" and he had vaginal intercourse with her. I asked Officer Ingley how this was accomplished, if they laid down on the ground? Officer Ingley stated he pulled his pants down and she lifted her up her dress. I asked Officer Ingley what led up to them having sex. Officer Ingley said he did not plan to have sex with her, but throughout the night [REDACTED] would send him videos of her masturbating. He believed they would go up to hill, but only to kiss and hug. Officer Ingley did say it was his idea to use Moonview as the location to meet. Officer Ingley also stated he placed himself on extra patrol on Moonview and he was aware of the problems that occur on Moonview. Sgt. English asked if he was aware of the policy against having sex on duty? Officer Ingley said he was not specifically aware of this policy, but believed there was a policy against having sex on duty. I then asked Officer Ingley if he had anything else he wanted to say. Officer Ingley said, it was a bad decision and impulsive decision and should not have done it. I terminated the interview at this point.

Met Girl / took up water tower /  
to meet / from plant fish / on known /  
hugging / making out / had sex  
with her / 15 mins / no plan with  
boat partners / an impulsive  
decision / never done before /  
banned cop for two years / her  
personal phone will show up the  
site / no money exchanged / like  
tender / single mother - poss married /  
[REDACTED] / H/F/A - 27 5'6 short  
curly hair / B.S. bott / med complexion /  
used app called text now to reach  
her since blocked / met 3 time  
one week before one week after  
medical Ass. start - works for [REDACTED]  
possible [REDACTED]  
had bottle BT + [REDACTED] sex pooled  
down pants, she lifted up dress /  
had sex once before / she kept  
singing videos of playing self /  
his idea to meet at noon view /  
didn't know how sex, but then make  
~~show - so into the sex acts?~~  
out / he used text now to text her

to put himself on Extra patrol  
knew ~~at~~ about problem and that  
extra patrol.

Not specifically aware but knew  
it would be one.

a bad decision - impulsive -  
already block - shouldn't have  
done it.

 Snap Chat username



UnitId	AgencyId	Dev <sub>c</sub> Id	IncidentNumber	VehicleId	TimeStamp	Longitude	Latitude	Speed	Heading	StreetSegment
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:10	-117.0244948	32.640484	34.43	248.93	901-999 RANCHO DEL REY PKWY
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:10	-117.0296142	32.639552	36.96	294.59	801-899 RANCHO DEL REY PKWY
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:11	-117.033139	32.6421285	37.98	350.77	701-771 RANCHO DEL REY PKWY
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:11	-117.0332135	32.64499817	22.44	11.34	701-771 RANCHO DEL REY PKWY
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:12	-117.0356222	32.6452625	31.51	221.72	701-729 TERRA NOVA DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:12	-117.0400912	32.64395017	26.03	255.67	601-699 TERRA NOVA DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:13	-117.04295	32.64429883	26.44	279.24	421-435 HIDDEN VISTA DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:13	-117.0457912	32.64505233	21.6	303.62	427-445 WINDROSE WY
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:14	-117.0470203	32.64635067	6.63	350.4	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:15	-117.0471303	32.6462705	0.13	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:17	-117.0471247	32.64627317	0.13	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:18	-117.0471222	32.64627317	0.07	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:19	-117.0471197	32.64627433	0.01	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:20	-117.0471295	32.64627767	0.02	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:21	-117.0471243	32.646293	0.2	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:22	-117.047099	32.64626833	0.19	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:23	-117.0471232	32.64628667	0.35	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:24	-117.04712	32.64627317	0.08	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:25	-117.0471545	32.64629983	0.02	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:26	-117.0471407	32.6462925	0.04	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:27	-117.0470733	32.6457655	12.51	176.47	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:28	-117.0447742	32.64464567	17.79	128.74	447-459 WINDROSE WY
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:29	-117.0440773	32.64501317	0.02	0	
CV/131J	CV	CVPDMDC386		P46	4/8/2018 4:30	-117.0440783	32.64501117	0.09	0	
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:33	-117.0470258	32.64611233	0.46	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:34	-117.047042	32.64612517	0.06	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:35	-117.0470127	32.646116	0.06	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:36	-117.0470087	32.64610833	0.1	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:37	-117.0470303	32.64610633	0.05	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:38	-117.0470275	32.64609633	0.07	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:39	-117.0470105	32.64608883	0.02	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:40	-117.0470308	32.6460935	0.03	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:41	-117.0470278	32.64610117	0.1	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:42	-117.0470225	32.64610017	0.12	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:43	-117.0470405	32.64608083	0.24	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:45	-117.0470375	32.64610283	0.14	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:46	-117.0470363	32.64612633	0.28	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:47	-117.0470392	32.64614367	0.09	0	351-499 MOON VIEW DR
CV/131J	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:48	-117.0469988	32.64612017	0.22	0	351-499 MOON VIEW DR

CV/131U	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:49	-117.0470202	32.6461115	0.19	0	351-499 MOON VIEW DR
CV/131U	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:50	-117.0470152	32.6461205	0.05	0	351-499 MOON VIEW DR
CV/131U	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:51	-117.0470302	32.646126	0.05	0	351-499 MOON VIEW DR
CV/131U	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:52	-117.0470168	32.64612083	0.06	0	351-499 MOON VIEW DR
CV/131U	CV	CVPDMDC386	180408L00031660	P46	4/8/2018 4:53	-117.0470312	32.64567483	10.37	144.96	351-499 MOON VIEW DR
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:53	-117.0444665	32.644412	17.4	110.1	447-459 WINDROSE WY
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:54	-117.04137	32.64360733	10.1	141.51	401-419 HIDDEN VISTA DR
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:54	-117.037331	32.64443467	42.51	76.3	601-699 TERRA NOVA DR
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:55	-117.033092	32.64586067	10.26	120.33	751-799 TERRA NOVA DR
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:55	-117.0282065	32.64857317	53.26	53.3	851-899 RANCHO DEL REY PKWY
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:56	-117.0149442	32.64769233	45.55	106.89	1101-1119 RANCHO DEL REY PKWY
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:57	-117.010759	32.643781	57	180.44	1271-1299 RANCHO DEL REY PKWY
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:57	-117.0127813	32.6395775	14.01	183.33	801-849 PASEO RANCHERO
CV/131U	CV	CVPDMDC386		P46	4/8/2018 4:59	-117.013034	32.6387665	0.04	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:00	-117.0130335	32.63875267	0.03	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:01	-117.0130093	32.638773	0.04	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:02	-117.013004	32.6387785	0.08	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:03	-117.0130165	32.63875817	0.04	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:04	-117.0130147	32.63877533	0.02	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:05	-117.013012	32.63878	0.15	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:06	-117.0130063	32.63876367	0.1	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:07	-117.0130075	32.6387515	0.07	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:09	-117.0130158	32.63876167	0.01	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:10	-117.0130085	32.63876067	0.04	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:11	-117.0130037	32.638767	0.05	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:12	-117.0130185	32.63877483	0.08	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:13	-117.0130172	32.63877533	0.06	0	
CV/131U	CV	CVPDMDC386		P46	4/8/2018 5:14	-117.0130185	32.6387855	0	0	



TEAM# 6 1830 - 0700 HRS.

Saturday, 04-07-2018

13

UNIT SIZE 18

VERSION 6 (11-9-2017)

25%

FIELD UNITS			MIN STAFFING			ABSENT PERSONNEL			PAYROLL
UNIT	VEH	ID	EMPLOYEE NAME	NOTES	EXPERTISE	ID	NAME	REASON	EEID
SUPERVISOR									
110L	1	973	LT J AUTOLINO			1190	OFF J SALVADOR	VAC	05349
130S	4	651	SGT J HORST	PORAC reimbursed OT		1206	OFF M RUVALCABA	VAC	04706
140S	9	646	SGT M MEREDITH						
FIELD AGENTS									
140A	11	1022	AGT SHALL						
K9 AND CITY WIDE OFFICERS						SUPERVISOR ABSENT PERSONNEL			
K9-6	70	1122	OFF G MUROFUSHI		FTO, MFF, INTX	604	SGT F ROWBOTHAM	SA	
150X	13	847	OFF B JACKSON		PERT, TLO				
SECTOR 1									
111J	48	1193	OFFS MILLER						
112E	22	1218	OFF N HOW	GHOST	-	CSO / LO/ TRAINEE ABSENT			
		1052	AGT P GRATON		SP, CNT				
113J	37	1177	OFF G VANHOUTEN	PAS	TLO, PERT, INTX, DAR				
114J	2	1120	OFFT LUHTA		SWAT				
SECTOR 2									
121J	38	1201	OFF J LAINE						
122J	39	1198	OFF R HINE, JR.						
123J	41	1197	OFF J BOYCE		TLO				
124J	47	1207	OFF J GARCIA						
125X	49	1171	OFF C HORN						
SECTOR3						TOTAL ABSENT 3 00002			
131J	46	1191	OFF M INGLE			ID	ANY BLUE CODE REQUIRES DOCS TO BE FILED AT PAYROLL		
132J	40	1212	OFF C WALSH			651	SGT J HORST		
SECTOR4									
141J	55	1226	OFF H INGRAM, JR.						
142J	23	1184	OFF D SACHS	PAS	TLO				
DUI ENFORCEMENT 1800-1400									
931T	42	1156	OFF N OLUVIC		DUI 1800-0400				
TOTAL OT SUPPORT								1	
MISCELLANEOUS									
				Sgt OT Reimbursed by PORAC					

Deaner follow up on Windrose Way 05/09/18 unless noted otherwise

[REDACTED]

Renter, opened door, called property owner, confirmed no cameras.

[REDACTED]

There have been no lights in the home for a few months but there are people who live in that home. Their trash cans are always filled. The neighbor on the east side of that home, I believe, her name is [REDACTED] [REDACTED] knows [REDACTED] may have his phone number.

Appears empty, construction in interior, no answer at door, left card requesting callback

Called [REDACTED], she lives at [REDACTED] she doesn't know [REDACTED] she also doesn't have cameras on her home.

[REDACTED]

Called, no answer, left message requesting callback. Left card on door requesting callback. (1440 hrs.)

Received call from [REDACTED] [REDACTED], no cameras, very supportive of CVPD but frustrated over the entire situation with this. He's the witness who woke to use the restroom and saw both vehicles stop and walk up the hill.

[REDACTED]

Answered phone call, no cameras, very nice woman.



[REDACTED]

Left card on door requesting callback, received call at 1605 hrs., female said that they don't have cameras, her neighbor does though at [REDACTED] (below).

[REDACTED]

They just moved back into the home after a fire gutted their garage. They do have working cameras.

[REDACTED]

Have camera on garage, appears legitimate, no answer at door, card left on door requesting callback (1442 hrs.) Also called and left message requesting callback (1404 hrs.)

He called me on 05/10/18 and said that he thinks his camera goes that far back. I set up a phone call at 1500 hrs today to arrange to meet with him and collect the evidence shortly after around 1530 hrs.

Met with them on 05/10/18 at about 1600 hrs., I personally looked at his cameras from 0330 to 0445 hrs. on 04/08/18 and 04/09/18 and only saw one car on both days, it was same car at 0443 hrs. and 0438 hrs. which made it appear to be a neighbor leaving consistently for work.

[REDACTED]

No answer at door, left card requesting callback (1444 hrs), called and left message requesting callback (1452 hrs.)

Left additional message on their phone, knocked on door on 05/09/18 at about 1645 hrs. and talked with [REDACTED] She said that they don't have cameras.

**CHULA VISTA POLICE DEPARTMENT**  
PROFESSIONAL STANDARDS UNIT

PS# 18-0284  
Confidential Document

**Date:** June 22, 2018

**To:** Michael Ingley, ID# 1191

**From:** Captain Vern Sallee

**Subject:** **NOTICE OF INTENDED DISCIPLINE  
(TERMINATION)**

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This notice is to advise you that I will be recommending to the Chief of Police that you be terminated from your employment as a Peace Officer with the City.

The recommendation is based upon PSU investigation No. 18-0284, which is hereby fully incorporated by reference in this notice, which determined that you engaged in the following misconduct:

On April 8, 2018, at about 4:30 am, you met [REDACTED] a civilian with whom you were having a dating relationship, at the 300 block of Moonview Avenue, Chula Vista. The location was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct. You were in full uniform, on duty, and driving a marked police vehicle. Prior to meeting Ms. [REDACTED] at that location, she had been texting you sexually explicit content.

You and Ms. [REDACTED] exited your respective vehicles. The two of you walked together toward a small path which led up a hill and to a water tower. You then engaged in oral sex and intercourse with Ms. [REDACTED]. After about twenty-five minutes, you and Ms. [REDACTED] returned to your respective vehicles and left. A citizen observed you and Ms. [REDACTED] go up the path and return. The citizen was offended by your conduct, knowing the type of activity that occurred at that location. She subsequently reported her observations to the City. You admitted you went to that location and had oral sex and intercourse as described above.

Your misconduct, as detailed above, violated the below Civil Service Rules and City and Police Department Policies, including PDM:

1. You violated **PDM § 340.5.1 [Laws, Rules and Orders, Section (c): Violation of federal, state, local or administrative laws, rules or regulations]** in that in that you, as described above, violated **Penal Code Section 647(a) [An individual who solicits anyone to engage in or who engages in lewd or dissolute conduct in any public place or in any place open to the public or exposed to public view]** when you engaged in on-duty sexual activity (sexual intercourse and oral sex) in a public place (which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public.

**CHULA VISTA POLICE DEPARTMENT**  
**PROFESSIONAL STANDARDS UNIT**

PS# 18-0284  
Confidential Document

2. You violated **PDM § 340.5.4 [Relationships, Section (b): Engaging in on-duty sexual activity, including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact]** in that you, as described above, engaged in on-duty sexual activity (sexual intercourse and oral sex) in a public place(which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public.
3. You violated **PDM § 340.5.9 [Conduct, Section (h): Criminal, dishonest, or disgraceful conduct, whether on or off duty, that adversely affects the member's relationship with this department]** in that you, as described above, engaged in on-duty sexual activity (sexual intercourse and oral sex) in a public place(which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct)with a female you had been dating and which was reported by a member of the public.
4. You violated **PDM § 340.5.9 [Conduct, Section (m): Any other on-duty or off-duty conduct which any member knows or reasonably should know is unbecoming a member of the Department, is contrary to good order, efficiency or morale, or which tends to reflect unfavorably upon the Department or its members]** in that you did not conduct yourself in a manner expected of this department's members or consistent with its values and mission by, as described above, engaging in on-duty sexual activity (sexual intercourse and oral sex) in a public place(which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public. As described above, your conduct was unprofessional and unbecoming. Your actions and behaviors were contrary and detrimental to the morale of the department.
5. You violated **Civil Service Rule ("CSR") 1.08(A)(3) [Commission of a criminal offense related to the job including moral turpitude or conduct amounting to a any felony or conviction for an offense requiring registration under PC 290]** in that in that you, as described above, as a peace officer you are expected to obey all laws, particularly since you enforce such laws, and you violated **Penal Code Section 647(a) [An individual who solicits anyone to engage in or who engages in lewd or dissolute conduct in any public place or in any place open to the public or exposed to public view]** when you engaged in on-duty sexual activity (sexual intercourse and oral sex) in a public place(which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public.
6. You violated **CSR 1.08(A) (5) [Conduct of such a nature that it causes discredit to the agency or the employee's position]** in that you, as described

**CHULA VISTA POLICE DEPARTMENT**  
PROFESSIONAL STANDARDS UNIT

PS# 18-0284  
Confidential Document

above, engaged in on-duty sexual activity (sexual intercourse and oral sex) at a public place (which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public.

7. You violated **CSR 1.08(A) (16) [violation of any department rule, regulation, or policy]** in that you violated, as described above, the following CVPD Policies when you engaged in on-duty sexual activity (sexual intercourse and oral sex) at a public place (which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public:

- **PDM § 340.5.1 [Laws, Rules and Orders, Section (c): Violation of federal, state, local or administrative laws, rules or regulations];**
- **PDM § 340.5.4 [Relationships, Section (b): Engaging in on-duty sexual activity, including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact];**
- **PDM § 340.5.9 [Conduct, Section (h): Criminal, dishonest, or disgraceful conduct, whether on or off duty, that adversely affects the member's relationship with this department]; and**
- **PDM § 340.5.9 [Conduct, Section (m): Any other on-duty or off-duty conduct which any member knows or reasonably should know is unbecoming a member of the Department, is contrary to good order, efficiency or morale, or which tends to reflect unfavorably upon the Department or its members]**

A review of your personnel file, including performance evaluations, shows that you have received overall "satisfactory" evaluations.

All written reports, materials and documents, upon which this action is based, are attached. Your personnel file, which contains your performance evaluations, is available for your review. If you wish to review your file, you can do so by contacting Lt. Miriam Fox or Sgt. John English in the Professional Standards Unit.

Before a final determination is made regarding the recommended termination, you have an opportunity to respond to this action. You have the right to be represented and may respond orally at your "Skelly" meeting set forth below. You may also respond in writing. Any written response must be delivered to me prior to the date and time of the "Skelly" meeting. Failure to respond to me by the date and time indicated will be deemed waiver of your opportunity to respond.

A "Skelly" meeting with Chief Kennedy has been scheduled. The Skelly meeting has been scheduled for:



CHULA VISTA POLICE DEPARTMENT  
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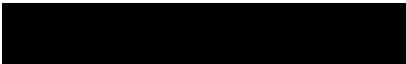
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**Date:** July 12, 2018  
**Time:** 02:00 pm  
**Location:** Chief's Conference Room

I acknowledge receiving this Notice of Intended Discipline (Termination) and attachments.

 1191  
Michael Ingley, ID# 1191

6-28-18  
Date

On JUNE 28, 2018, I VAN SAUSE witnessed the personal delivery of this Notice and attachments to Michael Ingley. 

Attachments:

1. PSU Investigation PS#18-0284, including attachments and recording of interviews.

**CHULA VISTA POLICE DEPARTMENT**  
PROFESSIONAL STANDARDS UNIT

PS# 18-0284  
Confidential Document

**Date:** July 31, 2018

**To:** Michael Ingley, ID# 1191

**From:** Chief Roxanna Kennedy [REDACTED]

**Subject:** NOTICE OF DISCIPLINE  
(TERMINATION)

---

This notice is to advise you that that will you be terminated from your position as a Police Officer for the City of Chula Vista effective August 1, 2018.

On July 12, 2018, a Skelly meeting was held. You and your attorney, Brittany Collet, were present. During the Skelly meeting, Ms. Collet and yourself had the opportunity to discuss the proposed discipline. Ms. Collet explained you had been with the Department for 2 years and that you had been in the Navy for 6 years. Ms. Collet stated that you had no history of discipline and that you admit you made a bad decision. She felt the discipline was too harsh. She also disagreed that Penal Code section 647(a) had been violated. You admitted you made a bad decision in a weak/low moment in your life. Capt. Sallee discussed the seriousness of the violations. The Skelly meeting then concluded.

After a review of Penal Code section 647(a), I am dismissing the charges involving PDM § 340.5.1 and Civil Service Rule ("CSR") 1.08(A) (3). However, I find that the remaining allegations specified in the Notice of Intended Discipline dated June 22, 2018 are sustained and that a termination is warranted. This action is based upon PSU investigation No. 18-0284, which is hereby fully incorporated by reference in this notice, which determined that you engaged in the following misconduct:

On April 8, 2018, at about 4:30 am, you met [REDACTED] a civilian with whom you were having a dating relationship, at the 300 block of Moonview Avenue, Chula Vista. The location was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct. You were in full uniform, on duty, and driving a marked police vehicle. Prior to meeting Ms. [REDACTED] at that location, she had been texting you sexually explicit content.

You and Ms. [REDACTED] exited your respective vehicles. The two of you walked together toward a small path which led up a hill and to a water tower. You then engaged in oral sex and intercourse with Ms. [REDACTED]. After about twenty-five minutes, you and Ms. [REDACTED] returned to your respective vehicles and left. A citizen observed you and Ms. [REDACTED] go up the path and return. The citizen was offended by your conduct, knowing the type of activity that occurred at that location. She subsequently reported her observations to the City. You admitted you went to that location and had oral sex and intercourse as described above.

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Your misconduct, as detailed above, violated the below Civil Service Rules and City and Police Department Policies, including PDM:

1. You violated **PDM § 340.5.4 [Relationships, Section (b): Engaging in on-duty sexual activity, including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact]** in that you, as described above, engaged in on-duty sexual activity (sexual intercourse and oral sex) in a public place(which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public.
2. You violated **PDM § 340.5.9 [Conduct, Section (h): Criminal, dishonest, or disgraceful conduct, whether on or off duty, that adversely affects the member's relationship with this department]** in that you, as described above, engaged in on-duty sexual activity (sexual intercourse and oral sex) in a public place(which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct)with a female you had been dating and which was reported by a member of the public.
3. You violated **PDM § 340.5.9 [Conduct, Section (m): Any other on-duty or off-duty conduct which any member knows or reasonably should know is unbecoming a member of the Department, is contrary to good order, efficiency or morale, or which tends to reflect unfavorably upon the Department or its members]** in that you did not conduct yourself in a manner expected of this department's members or consistent with its values and mission by, as described above, engaging in on-duty sexual activity (sexual intercourse and oral sex) in a public place(which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public. As described above, your conduct was unprofessional and unbecoming. Your actions and behaviors were contrary and detrimental to the morale of the department.
4. You violated **Civil Service Rule ("CSR") 1.08(A) (5) [Conduct of such a nature that it causes discredit to the agency or the employee's position]** in that you, as described above, engaged in on-duty sexual activity (sexual intercourse and oral sex) at a public place (which was the subject of many public complaints involving sexual activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public.
5. You violated **CSR 1.08(A) (16) [violation of any department rule, regulation, or policy]** in that you violated, as described above, the following CVPD Policies when you engaged in on-duty sexual activity (sexual intercourse and oral sex) at a public place (which was the subject of many public complaints involving sexual

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activity and other inappropriate/unlawful conduct) with a female you had been dating and which was reported by a member of the public:

- **PDM § 340.5.4 [Relationships, Section (b): Engaging in on-duty sexual activity, including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact];**
- **PDM § 340.5.9 [Conduct, Section (h): Criminal, dishonest, or disgraceful conduct, whether on or off duty, that adversely affects the member's relationship with this department]; and**
- **PDM § 340.5.9 [Conduct, Section (m): Any other on-duty or off-duty conduct which any member knows or reasonably should know is unbecoming a member of the Department, is contrary to good order, efficiency or morale, or which tends to reflect unfavorably upon the Department or its members]**

A review of your personnel file, including performance evaluations, shows that you have received overall "satisfactory" evaluations.

In terms of the information you provided at the Skelly meetings and your history in the Department, they are significantly outweighed by your actions in this matter. Your actions in this matter, as set forth above, are incompatible with and contrary to being a police officer and support the termination. The City, Department, and Public demand and expect more of a Chula Vista Police Officer.

All written reports, materials and documents, upon which this action is based, are attached. Your personnel file, which contains your performance evaluations, is available for your review. If you wish to review your file, you can do so by contacting Lt. Miriam Foxx or Sgt. Jason Deaner in the Professional Standards Unit.

In accordance with Civil Service Rule 1.08(B), you have the right to appeal this action to the Civil Service Commission. If you wish to appeal, your written request to appeal must be delivered within ten (10) days after receipt of this Notice of Discipline (Termination) to the Human Resources Director, located at 276 Fourth Avenue, Building C, Chula Vista, CA 91910. Failure to submit a written appeal to the Civil Service Commission within ten (10) days shall be deemed a waiver of your right to appeal and forfeiture of your right to a hearing before the Civil Service Commission.

I acknowledge receiving this Notice of Discipline (Termination) and attachments.

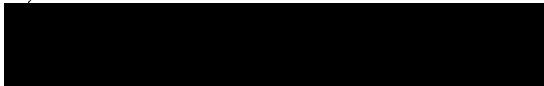
  
Michael Ingle, ID# 1191

8-1-18  
Date



**CHULA VISTA POLICE DEPARTMENT**  
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PS# 18-0284  
Confidential Document

On 8-1-18, 2018, I VEEN SALIEL,  
Notice and attachments to Michael Ingley. 

Attachments:

1. PSU Investigation PS#18-0284, including attachments and recording of interviews.
2. Skelly Audio (CD) and Transcript.



# CHULA VISTA POLICE DEPARTMENT PROFESSIONAL STANDARDS UNIT

*Protecting today. Securing tomorrow.*

w w w . c h u l a v i s t a p d . o r g

Roxana Kennedy  
Chief of Police

**Division Commander**  
Captain Eric Thunberg  
619-691-5230

**PSU**  
Lieutenant Miriam Fox  
619-476-2454

**IA/Training**  
Sergeant John English  
619-691-5217

Training Program  
Specialist  
Justine Talavera  
619-476-2334

**Backgrounds/Recruiting**  
Sergeant Jason Deaner  
619-476-2499

Agent Patrick White  
619-476-5336

Officer Michael St. Clair  
619-476-5371

Civilian Background  
Investigator  
Heather Alvarez  
619-476-5370

Recruiting  
Officer Jason Lee  
619-585-5652

June 27, 2018

To: Officer Michael Ingley ID #1191

From: Chief Roxana Kennedy ID #486

**Re: Administrative Leave**

This is to inform you that administrative investigation PS# 18-0284 has concluded. Based on the findings of the investigation, it has been determined that your conduct was unbecoming an officer, a violation of Police Department Policies. As a result of the investigation, the Department is providing you with a "Notice of Intended Discipline" (Termination).

Based on the recommended discipline, you are being placed on administrative leave. While on administrative leave, you are not entitled to the provisions of California Penal Code § 832. I am directing you to immediately surrender your Chula Vista Police Department firearm, badge (including flat badge), identification card and proximity card directly to Sergeant John English.

You are reminded that you are officially ordered not to discuss this investigation or the allegations with anyone other than Sergeant English, your designated Police Association representative, and/or an attorney representing you in this matter. This includes but is not limited to, any conversation, either in person or by telephone, or any written communication, either on or off duty. Your failure to abide by this order will be deemed insubordination and may result in administrative discipline up to and including termination of employment.

You are being reassigned to the Administrative Services Division effective immediately. You will be compensated forty hours of pay per week during this leave time. You are further ordered to contact Sergeant John English at (619) 691-5217 every day, Monday through Friday, at 0930 hours. You may leave a message for Sergeant English at his telephone number in the event he does not answer.

You will be notified of further action on this matter by the Administrative Services Division of this Police Department or other proper authority.

Roxana Kennedy  
Chief of Police

Presented by

Employee signature

6/27/18 1:53pm  
Date/time

6-28-18 1000  
Date/time

6-28-18 1000  
Date/time

# Skelly Hearing

## Admonishment

Today is July 12, 2018. The time is \_\_\_\_\_. This is a predisposition hearing consistent with the findings and recommendation contained in a Notice of Intended Discipline, dated June 22, 2018, addressed to Officer Michael Ingley ID 1191. Present at the hearing are Chief Roxana Kennedy, Captain Vern Sallee, Acting Lieutenant John English, Officer Michael Ingley, and Attorney Brittany Collet.

Officer Ingley, you were provided copies of all reports in this investigation and if you would like me to, I will read the Notice of Intended Discipline. You can waive this reading and get right to the discussion of the facts in this case if you want to?

*(Employee gives a response – either waive it or read it. If the employee does not waive the reading then you must read the Notice of Discipline in its entirety).*

Officer Ingley, a recommendation has been made by Capt. Sallee that you be terminated from employment. This is your opportunity to explain your point of view on this discipline matter.

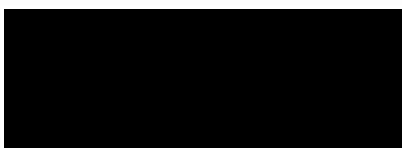
*The employee, employee's representative, and hearing officer control the meeting from this point on.*




## Police Department

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December 5, 2018



Dear Ms. 

RE: 18-0284

Thank you for bringing to our attention your concerns regarding your Service Complaint Form for the incident that occurred on June 28, 2018.

The Chula Vista Police Department continues to encourage members of the community to express concerns, which may need to be addressed. As part of our commitment to the community, it is our goal to work with you in resolving this issue the best we can. An investigation has been conducted by Sergeant John English. The outcome of the investigation is as follows:

- **Sustained:** The Employee committed all or part of the alleged violations.

If you need to contact Sergeant John English, he can be reached at (619) 691-5217.

Sincerely,



Vern Sallee  
Patrol Captain



## CITY OF CHULA VISTA

COUNTY OF SAN DIEGO, STATE OF CALIFORNIA

IN THE MATTER OF THE CIVIL SERVICE  
APPEAL OF:

MICHAEL INGLEY

## SETTLEMENT AND RELEASE

## A. RECITALS

WHERE AS, Mr. Michael Ingley was employed as Peace Officer for the City of Chula Vista;

**WHEREAS**, Mr. Ingely was timely served a Notice of Intended Discipline dated June 22, 2018, recommending termination;

**WHEREAS**, Mr. Ingley was provided a “Skelly” meeting with the Chief of Police on July 12, 2018 and, after said meeting, the Chief of Police affirmed the recommended termination;

**WHEREAS**, Mr. Ingley was subsequently timely served a Notice of Discipline (Termination) dated July 31, 2018 and Mr. Ingley separated from City Service on August 1, 2018;

**WHEREAS**, Mr. Ingley timely filed a notice of appeal to the Chula Vista Civil Service Commission of said termination; and

**WHEREAS**, Civil Service Rule (“CSR”) 1.08(C)(1)(d) provides that the parties, after meeting, may agree to an alternate discipline.

## B. SETTLEMENT

**NOW THEREFORE**, pursuant to CSR 1.08(C)(1)(d) and for valuable consideration, the City and Mr. Ingley agree as follows:

1. The above recital are true and correct and are hereby incorporated into this Settlement and Release.
2. The action to terminate is modified to a suspension of one year (365 days), effective, August 1, 2018. Mr. Igle shall not be eligible to receive or receive any compensation, benefits, or remuneration of any kind from the City during this time period.

d. No admission of liability by either party. It is understood and agreed that this is a compromise settlement of disputed claims, or potential disputed claims, and the furnishing of the consideration for this Agreement shall not be deemed or construed as an admission of liability or responsibility at any time for any purpose.

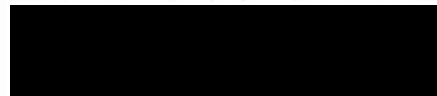
6. Each party to bear own costs. The parties agree that each party shall be responsible for the payment of its own costs, attorneys' fees, and all other expenses in connection with this Agreement and any claims released herein.

By their Signatures below, Mr. Ingley and the City of Chula Vista (via its police department) agree to the above terms of this Settlement and Release agreement.

For Mr. Ingley:

For the City:

 11/29/2018

 12/3/18

Michael Ingley, Appellant Date

Roxana Kennedy, Police Chief Date

## MEMORANDUM

From: Michael Ingley  
To: Roxanna Kennedy, Police Chief  
Date: November 30, 2018.  
Re: Resignation

This letter is to notify you that I am resigning my position as a Police Officer effective November 30, 2018. I understand that Civil Service Rule 1.09, section A, permits me to withdraw my resignation by submitting a written request to withdraw my resignation within 14 calendar days from the effective date of my resignation. To effectuate my resignation immediately, I waive my right to withdraw my resignation and confirm that my irrevocable resignation is effective November 30, 2018.

Respectfully submitted,



Michael Ingley

**INTERVIEW WITH Officer Michael Ingley**  
**DATE July 12, 2018**

**English:** So, this is a Skelly hearing admonishment. Today is July 12<sup>th</sup>, 2018; uh, the time is approximately 1422 hours. This is a predisposition hearing consistent with the findings and recommendation contained in a notice of intended discipline; dated June 22<sup>nd</sup>, 2018; addressed to Officer Michael Ingley; ID 11909. Excuse me, 1191. Present at the hearing are Chief Roxana Kennedy, Captain Vern Sallee, Acting Lieutenant John English, Officer Michael Ingley, and attorney Brittany Collet. Officer Ingley, you are provided copies of all reports in this investigation and if you would like me to, I will read the notes of intended discipline. You can waive this reading and get to the discussion on the facts in this case if you want to.

**Ingley:** Yes. I want to waive it.

**English:** Okay. Officer Ingley, a recommendation has been made by Captain Sallee that you be terminated from employment. This is your opportunity to explain your point of view on this discipline matter.

**Collet:** I'm going to go ahead and take the lead. First off, we'd like to thank you guys for being here. I know it's a busy, busy time of the year, so really would like to thank you. I want to, kind of, personify Officer Ingley first. Um, been here both a little over two years, six years in the Navy prior to that, no discipline while he was in the Navy, no prior discipline here. It's not an issue of if a bad decision was made. It's clear a bad decision was made, that's not what's going to be argued, that's not an issue, he felt on that, sir, was 100 percent honest. Acting Lieutenant English saw the honesty in the



1 I.A.; that it wasn't having to pull teeth, he--forthright. I mean, he even  
2 brought forward the name of Miss [REDACTED] [phonetic], Miss [REDACTED] got  
3 the phone number that he had already blocked, he was doing everything he  
4 could to be as forthcoming as he could. He knows he screwed up, that's not  
5 the issue. Um, the issue in this, is that we feel it's excessive, the termination.  
6 The reason being, first off, I kind of want to go into the 647(a), um, that was  
7 mentioned in the notice of intent to discipline. The last element is not there,  
8 the fact that the defendant knew or should have known that any--that another  
9 person who might have been offended by the defendant's sexual behavior  
10 was present. There was nobody present. Obviously, the neighborhood [REDACTED]  
11 saw him go up there, that's how there was notification that this occurred, but  
12 nobody saw the sexual act. So, therefore the 647--we have issue with that. It  
13 is--there was no issue of possibly being a 290 registrant, the 647(a) is not  
14 met. Um, furthermore, a precedent had been set in this department in regards  
15 to sexual acts on duty by other officers and those officers were not  
16 terminated. So, Officer Ingley understands that he made a bad decision. He  
17 wants to learn from it. He has a full career at this department. He  
18 understands the trust was lost, but he wants to regain that trust. He wants to  
19 work his tail off to regain that trust and show that he is the person that you  
20 guys hired. Um, his fiancé was going to leave him when he did this, that's  
21 why he made the bad decision. It's not an excuse, just giving you guys a  
22 little bit of insight into his thought process. She had told him, "I'm done."  
23 He hit an all-time low. He has learned from that. He's learned that "hey you,  
24 you can't make those type of rash decisions, you still need to check yourself."

1 It's a learning--it's a learning curve; he's young. Other officers in this  
2 department have done that and it's not been termination. He wants that same  
3 opportunity to not only show you guys the officer that he can be, but to also,  
4 maybe, see someone that's in the same position he is in the future, and be  
5 like, "hey, you can't go down that road." He's not the first--he won't be the  
6 last--that's going to have sex on duty. If he can assist another officer, when  
7 he sees those signs, that's a huge plus. Um, so, the proposal that we have is  
8 40 hours no pay and bring him back. If he needs to go back on to probation--  
9 whatever it is--but he wants to be a Chula Vista Police Officer. And Officer  
10 Ingley has, has some things he would like to say.

11 **Ingley:** I'm not denying anything I did. I mean, I provided all the information you  
12 guys need to know for your investigation, didn't hide anything. I did what I  
13 did and it's, uh, definitely the lowest point in my life, what I did. I've never  
14 been in any trouble for anything close to this before and, uh, it's already  
15 affected every decision I've basically made since that moment here. While I  
16 got to work light duty again and came back, everything I did was different.  
17 It's like, it's changed my perspective on everything, but I'm just hoping that I  
18 do not get terminated as a result of a bad decision I made in a very weak, low  
19 moment in my life. That's it.

20 **Collet:** Again, want to thank you guys.

21 **English:** Sure.

22 **Collet:** And we hope that you take our recommendation in to account?

23 **English:** Sure.

1 **Sallee:** Uh, so, the Captain who recommends the termination. Just to put some of my  
2 thought process on the record as well. And I certainly know what a, uh, um,  
3 heavy decision that is and that how it would impact you and I did not take  
4 that decision lightly. Some of the factors that, uh, I took into account, you  
5 know, you mentioned precedent, with the department. First off, the factors  
6 are very different in each case as you--

7 **Collet:** [Interposing] Right.

8 **Sallee:** --well know. Uh, and, uh, those are confidential personnel records, so we  
9 really can't discuss it. However, there are, there're several things in this case  
10 that are, um, very, very serious, of a--of another order of magnitude  
11 compared to what we'd seen in the past in some, some areas. First off, the  
12 fact that you actually chose an area where you knew we--was secluded and  
13 that we had complaints that the neighbors were talking about. Um, um, to, to  
14 go there jeopardized the, the, uh, reputation of this department and every  
15 single police officer and it, literally the, the, the emails that we received  
16 talked about, you know, "I just saw a Chula Vista Police Officer go up the  
17 hill with a woman;" you know "I can't believe this, this is," essentially,  
18 "continuing." Right? And so, you struck our agency to the core, in terms of  
19 public trust. By, uh, making a bad decision, we--you've acknowledged that,  
20 and I--

21 **Collet:** [Interposing] Right.

22 **Sallee:** --I absolutely give you credit for your honesty--

23 **Ingley:** [Interposing] Sure.

1 **Sallee:** --about that. But when you look at the national discussion, about police  
2 officer trust, transparency, and organizations. What these relationships that  
3 we work hard every day to build, to show that our officers are, are righteous,  
4 upstanding citizens that can be trusted to have the absolute best judgment  
5 possible to handle any incident that could occur in the public. That  
6 completely cuts our legs out from under us. All the good work of 230 plus  
7 officers in this organization is, is tainted by a, a bad, granted a very bad, lapse  
8 of judgment that night. Uh, but then compounded to the place in your, your  
9 choice of, of where in a public area, uh, in an area that you knew there were  
10 multiple complaints that we were actively working as an organization,  
11 pouring resources into--

12 **Ingley:** [Interposing] Right.

13 **Sallee:** --stop the activity that you then consciously chose to go engage in there. So,  
14 there's a couple things that I considered there in terms of the seriousness. So,  
15 I, I want you to understand, I don't, I don't take it lightly. And then in the  
16 county, um, I know that Adams Ferrone & Ferrone is, is, is, uh, an LA based  
17 agency, but you are aware of what's going on in San--

18 **Collet:** [Interposing] Right.

19 **Sallee:** -- Diego county. The fact that there's a San Diego Sherriff's Deputy, now. I  
20 think the counts are up to 18 counts of sexual misconduct on duty. Um, the  
21 Arevalos case from San Diego P.D. a few years ago with sexual misconduct  
22 on duty. Um, how do we answer to the public? How do we answer to those  
23 who we've--you know, that have been trusted to badge with us, to, um, to  
24 answer to them about the conduct of our officer? How do we keep our house



1 in order? And one of the things that, you know, we do as an administration is  
2 really try and protect the reputation, uh, of our professional, uh, of our city,  
3 and of our agency. Um, and that's a, a really grave thing that you did, uh, it--  
4 in the context that I just explained and so that's why--um, two different  
5 things precedent, uh, in the past. And, and since you mentioned precedent, I  
6 can go back a little further and cite, uh, another officer who engaged in  
7 similar activity, who we did terminate. Different circumstances--

8 **Collet:** [Interposing] Right.

9 **Salle:** --case to case. Right. So, there is, uh, a history of termination for on, on duty  
10 sexual misconduct. Um, there's another case that you're, you're citing that  
11 has, uh, uh, several different circumstances. And then the case that--

12 **Kennedy:** [Interposing] That people are not privy to.

13 **Collet:** Right. So, people can make assumptions. [Crosstalk] No, and I understand  
14 that, and I understand the [REDACTED] case, where you have to look at  
15 things--every case specific. It's more--

16 **Sallee:** [Interposing] Let, let me just wrap up really quick. So, yeah. I, I, I'll give  
17 you your close so, um, the, the, the, you know--So, those are the things. So,  
18 and I--but I owe it to, to you and I owe it to, to, to Michael to explain with the  
19 process--I mean, I'm the one recommending you be terminated and I want  
20 you to know it's not a personal thing, I take these things up--I'm a born and  
21 raised in Chula Vista guy and I live in these neighborhoods, I know the  
22 offence that these neighbors took. And their--I, I deal with their phone calls  
23 and I deal with the rage of "why aren't you doing something?" And then my  
24 very own police officer goes there and does the act that they're outraged

1 about and that is ruining, in their minds, their neighborhood. And that's the  
2 reason that my recommendation to the Chief was, was the termination.  
3 Certainly, the chief has the great discretion to take all these things into  
4 account but I, certainly, want to just kind of get it on the record what those  
5 issues were in the context of that particular neighborhood, as well as the  
6 context of law enforcement, and then specifically to San Diego county, in  
7 general, officer sexual misconduct on duty. This certainly wasn't of the same  
8 magnitude of criminal activity; however, you know, their--you know, the  
9 judgement there is the--is a very close nexus. Right? Uh, that, that is, you  
10 know, slivers away from, you know, some really bad things that have  
11 occurred in our county. So, I'm not saying that your conduct was of the same  
12 order of magnitude on that aspect of thing; however, clearly, um, you have a  
13 lot of opportunity, you know, during these messaging's back and forth to  
14 realize and know that, you know, this conduct can't, you know, occur on  
15 duty. And, um, you know, it's four o'clock in the morning, your shift is up in  
16 two or three hours, and if this gal is trying to hook up with you, you know, all  
17 you have to have is restraint and control for another couple hours. And then  
18 you're scot-free, doing your own personal business, which we don't care  
19 about. Um, and so, my concern--the other part of that is, she's wanting to  
20 hook up a guy in uniform and you gotta be in uniform or something like that  
21 and that's why it's an on-duty issue. I don't know why that gal couldn't wait  
22 another bit of time. I don't know why you couldn't wait another bit of time,  
23 but I, I don't want to speculate on that. But the fact that this occurred on

1 duty, the time and place and context that we have in law enforcement, is, is  
2 very serious, uh, in my mind.

3 **Collet:** Did you, did you want to say anything, Michael?

4 **Ingley:** I can, I can tell you why the time. Uh, she--her schedule was polar opposite  
5 of mine, she works early, she road up an hour prior.

6 **Sallee:** Okay.

7 **Ingley:** Initially, she wanted to meet me near Jack-In-The-Box, which is a  
8 neighborhood place close to where this food place I'm at is, I'll bring you  
9 food. And that's where I was.

10 **Sallee:** Alright. Yeah, so, I, I can understand. So, it's, it, it just, it's an issue in the  
11 context of everything that, that--

12 **Ingley:** [Interposing] I'm not trying to minimize, sir, just to clear--

13 **Sallee:** --Yeah. Absolutely. Which I appreciate, and I respect.

14 **Kennedy:** Um, from my perspective, this is an opportunity for you to, um, share with  
15 me your insight, your thoughts, and to assure me as a Chief of Police, that  
16 this type of action would never occur again. Um, so, this is your opportunity  
17 to share whatever you want. I'm not going to ask you any questions. This is  
18 your opportunity. And then I have to go back and look at everything and, and  
19 determine. The reputation of our organization and the, um, perception in the  
20 community is everything to Chula Vista Police Department. So, um, you  
21 know, I just want to open it up that if you want--either one of you want to say  
22 anything, but honestly, hearing from you is, is important to me. So, um,  
23 because I have a big decision to make.

1     **Ingley:**     Yes, Chief. I mean, there--I didn't establish some grand plan with the intent  
2                   of ruining relationships between the public and this police department.  
3                   There's--that would never be in my mind, I'd never try and do that. I don't--  
4                   I'm not from Chula Vista, so I don't know the, the depth of the public outcry  
5                   and the complaints and the history there that you do, sir. So, I don't have that  
6                   perspective and I apologize for that. I wish I did because I would've  
7                   significantly affected where I chose to meet somebody for, at the time, I  
8                   thought was just to meet and--food. But, what happened was--it was not like  
9                   a premeditated thing with negative, uh, intention. If that makes sense. It was  
10                  just a very, very low point where I made a bad, impulsive decision. And  
11                  then--I have no excuse for what I did. But it's never going to happen again.  
12                  Nothing even close.

13    **Collet:**    I just want to reiterate, just in my conversations with Officer Ingley, the gusto  
14                   that he has of his pride for this department. And that he's even told me, "I've  
15                   done nothing but think about this every day, and if I could've gone back and  
16                   changed this decision, I would've. Obviously", he goes, "but I just--I've  
17                   learned from it. I want a career here. I want to do everything I can." And  
18                   he's the one that brought it to me, "I want to regain that trust. I want to do  
19                   everything it is to regain that trust." And that's something that he's  
20                   specifically told to me that I think he is totally fine with me relaying to you  
21                   guys. And that's all that we have.

22    **Sallee:**    Okay.

23    **English:**    Alright then. Um, go ahead and then go off the record, the time is  
24                   approximately 1436...



1

2

3

4 <End of interview>

5 Transcribed by: [REDACTED] Ubiquis Reporting

6

**INTERVIEW WITH OFFICER INGLEY**  
**CASE#**  
**MAY 7, 2018**

**Meredith:** We are on--we are on record right now. Okay. Today is 5/7 at approximately 5:05. Uh, my name is Sergeant Mark Meredith. I have Sergeant John English, Officer Mike Ingley, and Brittany Collette with me in the room. Let me go ahead and get that. So the following--so my name is, uh, Mark, Sergeant Mark Meredith. I'm in the patrol division team six. This is an administrative investigation being conducted at inside the, uh, sergeant's briefing, or sergeant's interview room on 5/07 at approximately 5:05. This is an admin invest, uh, investigation conducted for, and it is conduct unbecoming and/or also, uh, falsifying police records. I will be the employee in charge of the interview. All questions during the interview will be asked by me and through no more than two interviewers at one time. The other interviewer will be named. It will be Sergeant John English. The following individuals are present in the room.

**English:** Let me make my--

**Ingley:** Sure.

**English:** Uh, Sergeant John English, ID 684. Mr. Ingley, can you announce your presence for the--

**Ingley:** Mike Ingley, 1191.

**English:** Okay.

**Collette:** And Brittany Collette of Adams Ferrone and Ferrone.

1 **Meredith:** I will be recording this interview. You have the right to assess the recording  
2 prior to any further interviews. You have the right to record this interview  
3 yourself, if you so desire it, and it is being recorded by myself and Ms.  
4 Collette. Um, you have the right to representation during the course of this  
5 interview. You have the right to take reasonable breaks during the course of  
6 this interview. No offensive or threatening languages, promises, or other  
7 inducements to answer questions may be used against you during the course  
8 of this interview. You are directed to answer any and all questions that are  
9 asked, completely and truth, and in a truthful manner, giving us information  
10 that might help determine what happened. Failure to answer the questions  
11 will be considered an act of insubordination and/or failure to answer  
12 truthfully can be independent basis for disciplinary action, including and up  
13 to termination. You are ordered to keep the investigation confidential, and  
14 not to discuss this investigation with any witnesses or other involved  
15 individuals, including the Complainant. But you may speak to your union  
16 representative or attorney. So is what we're going to do is I'm going to ready  
17 you both your Miranda rights and your Lybarger rights current, right now,  
18 okay?

19 **Ingley:** Okay.

20 **Meredith:** Uh, once again, right now this is just an administrative investigation. But due  
21 to the nature of this administration investigation, Government Code 3303H  
22 requires me to advise you of your constitutional right. Therefore, it is  
23 important that you understand, uh, the criminality. So you have the right to  
24 remain silent. Anything you say, uh, may be used against you in a court.

1           You have the right to, to an attorney before and during questioning. If you  
2           cannot afford an attorney, one will be appointed free for you before and  
3           during questioning, if you wish. Do you understand each of these rights I  
4           have just explained to you

5   **Ingley:**    Yes.

6   **Meredith:** With these rights in mind, do you wish to speak to me now?

7   **Ingley:**    No.

8   **Meredith:** Now, your Lybarger warning. While you--

9   **English:**   For the record, just have him initial next to that.

10   **Meredith:** Okay.

11   **English:**   Thank you.

12   **Meredith:** For the record, we're going to have him initial there, his answers.

13   **Collette:**   Okay.

14   **Meredith:** Here are Lybarger warning. While you have the right to remain silent with  
15           regard to any criminal investigation, you do not have the right to refuse to  
16           answer my questions administratively. This is an administrative  
17           investigation. I am therefore now ordering you to answer all of my questions  
18           fully and honestly. If you refuse to answer any of my questions, your silence  
19           can be deemed insubordination and result of, uh, administrative discipline up  
20           and to including, uh, termination. Any statement you make under  
21           compulsion of threat of such discipline cannot be used against you  
22           criminally. So then what I'm going to have you do is I need your signature  
23           saying that you understand this.

24   **Ingley:**    Okay.



- 1   **Meredith:** Date, and then I will witness it.
- 2   **Ingley:**     Uh-huh.
- 3   **English:**   And for the record, you are willing to discuss this with us?
- 4   **Ingley:**     Okay.
- 5   **English:**    Yes?
- 6   **Ingley:**     Sure. I am.
- 7   **Meredith:** Okay. See the will here?
- 8   **Ingley:**     Yes, sir.
- 9   **Meredith:** Yeah. If you'd circle that for us? Great. Thank you.
- 10   **Ingley:**    Thank you.
- 11   **Meredith:** So is how I'm going to proceed, I'm just going to basically explain why you're
- 12                   here and lay out what I've done to this point.
- 13   **Ingley:**     Okay.
- 14   **Meredith:** And then we'll give you a chance to answer as far as what the allegations are.
- 15                   Does that make sense?
- 16   **Ingley:**     Yes, sir.
- 17   **Meredith:** Okay. So on 4/8 of 2018, at approximately 430 hours in the morning, uh,
- 18                   resident of Moonview saw an officer park his vehicle and then a female, a
- 19                   few minutes later, park behind him, and then walk up the hill to the water
- 20                   tower at Moonview.
- 21   **Ingley:**     Mm-hm.
- 22   **Meredith:** Okay? Uh, since that time, uh, we were able to identify who that officer was
- 23                   through various means. Um, one was through GPS.
- 24   **Ingley:**     Yes, sir.

1   **Meredith:** Um, the other one was through CAD transmissions, otherwise--and that  
2                   officer was identified as you. So--

3   **Ingley:**     Yeah.

4   **Meredith:** --we know that you were working that day because I have the roster here in  
5                   front of me. Um, I've also, since that time, gone to the actual scene and  
6                   confirmed there's at least three cameras, possibly four cameras. I haven't had  
7                   the time to look at them yet--

8   **Ingley:**     Yes, sir.

9   **Meredith:** --to determine, but I know that they are there, um, on the houses, the  
10                  residence, surrounding Moonview.

11   **Ingley:**     Yes, sir.

12   **Meredith:** You know where that's at. So the reason why this is such a big deal is the  
13                  city, in conjunction with the police department, has spent considerable money  
14                  to lessen the problems that occur there, and some of those problems are  
15                  mostly kids, but as well as adults, um, doing drugs,--

16   **Ingley:**     Yeah.

17   **Meredith:** --and having sex there, and basically--

18   **Ingley:**     Yeah.

19   **Meredith:** --causing a nuisance for the neighborhood.

20   **Ingley:**     Right.

21   **Meredith:** So the city, to help loose, lessen that nuisance, put up a bunch of street lights,  
22                  a bunch of signs saying don't park here, painted some of the curb red, okay?

23   **Ingley:**     Mm-hm.


- 1   **Meredith:** And also numerous extra patrols have been put out asking officers to extra  
2                   patrol the area to stop this problem.
- 3   **Ingley:**     Yes, sir.
- 4   **Meredith:** Okay?
- 5   **Ingley:**     Yeah.
- 6   **Meredith:** So that's kind of where we're at. So I'm going to leave it up to you from, take  
7                   it from there. What happened?
- 8   **Ingley:**     Well, what was the date and time?
- 9   **Meredith:** Uh, 4/8 at approximately 4:30 in the morning.
- 10   **Ingley:**     4/8.
- 11   **Meredith:** That's--we come in the day before.
- 12   **English:**    Okay. So it was Friday into Saturday.
- 13   **Meredith:** Yeah.
- 14   **English:**    Or Saturday--
- 15   **Meredith:** The actual--
- 16   **English:**    --into Sunday.
- 17   **Meredith:** Uh, it'd be Saturday into Sunday.
- 18   **English:**    Saturday into Sunday.
- 19   **Ingley:**     Um, I did--is that the night I put myself out at extra patrol there?
- 20   **Meredith:** Yes, it is.
- 21   **Ingley:**     Yeah, I, I met somebody.
- 22   **Meredith:** Okay. And who was that somebody?
- 23   **Ingley:**     Uh, a girl.
- 24   **Meredith:** And who was that girl?

- 1   **Ingley:**     It was a girl from National City.
- 2   **Meredith:** Is she a girlfriend, wife?
- 3   **Ingley:**     Uh, it's not my, not my girlfriend, just a acquaintance.
- 4   **Meredith:** And what did you guys do?
- 5   **Ingley:**     Took her up top to the, uh, the water tower. She wanted to meet me as a cop
- 6                   basically.
- 7   **Meredith:** And what did you take her to the water tower for?
- 8   **Ingley:**     To meet her.
- 9   **Meredith:** And what does that mean?
- 10  **Ingley:**     Um, I've, I've never, like, encountered her in person before. She was, uh,
- 11                   from plentyoffish.com.
- 12  **Meredith:** Do what--do you remember her name?
- 13  **Ingley:**     No.
- 14  **Meredith:** Do you have a phone number?
- 15  **Ingley:**     Not anymore. Uh, I deleted it and blocked it because it just, it wasn't a good
- 16                   thing in my life.
- 17  **Meredith:** Okay. So what did you take her up there for? I mean, you're saying just to
- 18                   meet, but meeting somebody could mean a lot of different things to--
- 19  **Ingley:**     Yeah.
- 20  **Meredith:** --a lot of different people. So what does that mean?
- 21  **Ingley:**     She just wanted me to meet in, like, a quiet spot, and, uh, basically we went
- 22                   up there and I was, you know, but I was like, like hugging with her and
- 23                   making out with her and stuff like that. It's not good, but, you know, that's
- 24                   what it was. Eventually it's what it got to at least, you know, just - - .



- 1   **Meredith:** Did you have sex with her?
- 2   **Ingley:**     Did I have sex with her? Yeah.
- 3   **Meredith:** How long were you up on there for?
- 4   **Ingley:**     Probably like 15 minutes.
- 5   **Meredith:** 15 minutes?
- 6   **Ingley:**     Yes, sir.
- 7   **Meredith:** Did you tell your other B partners that you were going to go up there and
- 8                   meet anybody?
- 9   **Ingley:**     No, sir.
- 10  **Meredith:** Okay. How long had you planned this out for?
- 11  **Ingley:**     Um, I would, I would never plan something like this. It was--it was
- 12                   impulsive and it was a bad choice in a weak moment.
- 13  **Meredith:** Have you done this before?
- 14  **Ingley:**     No, never.
- 15  **Meredith:** Never?
- 16  **Ingley:**     That was--
- 17  **Meredith:** That was your first time?
- 18  **Ingley:**     Yeah.
- 19  **Meredith:** How long have you been a cop?
- 20  **Ingley:**     Uh, two years.
- 21  **Meredith:** Two years?
- 22  **Ingley:**     Yeah.
- 23  **Meredith:** Do you still have access to your account at PlentyOfFish?
- 24  **Ingley:**     Uh, I don't think so.

- 1   **Meredith:** But it'd still be on your phone technically, if you wanted to bring it back, it's--
- 2   **Ingley:**     I used the website. I don't have the app or anything on my phone.
- 3   **Meredith:** So what--did you use it on your personal phone or did you use it on work
- 4                   phone?
- 5   **Ingley:**     It's my personal phone, yeah.
- 6   **Meredith:** Your personal phone?
- 7   **Ingley:**     Yeah.
- 8   **Meredith:** So it'd still be on your personal phone because it's an app, correct?
- 9   **Ingley:**     No, I didn't use the app. I used the website.
- 10   **Meredith:** Okay.
- 11   **Ingley:**     Through the internet.
- 12   **Meredith:** So you still have access to it though, because you just have to go and log in
- 13                   under whatever your name is?
- 14   **Ingley:**     So when I deleted her and blocked her, I changed the password on the
- 15                   account and everything like that. I mean, I could, like, reset the password
- 16                   and get back on it and stuff like that, but, like, I deleted everything.
- 17   **Meredith:** Okay. Is that something you'd be willing to show us?
- 18   **Ingley:**     PlentyOfFish, uh, the account?
- 19   **Meredith:** Mm-hm.
- 20   **Ingley:**     Uh, yeah, I could, like, re-log into it, I guess.
- 21   **English:**    What exactly is PlentyOfFish?
- 22   **Ingley:**     Just a website where you can meet girls.
- 23   **English:**    So it's like a dating website?
- 24   **Ingley:**     Yes.

- 1 **English:** Is there money or a fee associated to joining it?
- 2 **Ingley:** No, it's free. It's like Tinder.
- 3 **English:** Okay.
- 4 **Ingley:** Tinder is the same thing. It's like a dating app, but, uh, I didn't use the app; I
- 5 just used PlentyOfFish.
- 6 **English:** Is there, like, a money exchange at all--
- 7 **Ingley:** No, no way.
- 8 **English:** --between you and the participating parties?
- 9 **Ingley:** No.
- 10 **English:** Did you exchange money with this woman?
- 11 **Ingley:** Oh my God, no.
- 12 **English:** Okay.
- 13 **Ingley:** This--no, this lady was like a single mother of some kids.
- 14 **English:** Do you know--
- 15 **Ingley:** She--
- 16 **English:** Do you remember her name?
- 17 **Ingley:** No, I don't remember her name. I think she's married, but I don't know.
- 18 
- 19 **English:** Hispanic girl?
- 20 **Ingley:** Yeah.
- 21 **Meredith:** Can you kind of describe her to us?
- 22 **Ingley:** What do you--what do you want, like - - ?
- 23 **Meredith:** I know--we know she's Hispanic, but what else about her? How old? How
- 24 tall?





1 **Meredith:** Mm-hm.

2 **Ingley:** Okay. So it was like that.

3 **Meredith:** So can you unblock her so we could see her again?

4 **Ingley:** It's, it's not blocked on this site. This, this site had the messages with us but  
5 it's like, this, it's not there. I don't know--

6 **Collette:** So when you say you blocked her, you blocked her cell phone number--

7 **Ingley:** Yeah, yeah, yeah, yeah.

8 **Collette:** --and all that?

9 **Ingley:** Yeah.

10 **Collette:** So that she can't call you?

11 **Ingley:** Yeah, that was it. I'm, I'm not talking about on this app or whatever.

12 **Meredith:** So can you--would you be able to go into your phone and show what call, or  
13 what phone numbers have been blocked?

14 **Ingley:** I use the app called TextNow.

15 **Meredith:** All right. That's--I'm not familiar with that. So you're gonna--you're gonna  
16 have to help me out.

17 **Ingley:** Here. I'll download it and log in my--

18 **English:** I guess for me, the question would be, is there a way that you can retrieve her  
19 phone number for us?

20 **Ingley:** I'm trying to do it right now.

21 **English:** Thank you, sir.

22 **Meredith:** How many times have you met this girl?

23 **Ingley:** Three times.

24 **Meredith:** All on duty or none on duty? How many?

1 **Ingley:** Just that one time on duty. The rest were not on duty.

2 **Meredith:** Do you know approximately when you met her?

3 **Ingley:** It was within pretty close proximity, probably like one or two weeks each  
4 way, you know, like before and after. I'm trying to find where they have,  
5 like, blocked numbers. It says I have zero numbers blocked, but then I pull  
6 up this thing and it says these numbers, but, like, I don't--I've, I've blocked a  
7 lot of people on this, so I don't know which one hers is specifically.

8 **Meredith:** Would you mind if we took a look at that?

9 **Ingley:** The numbers?

10 **Meredith:** Mm-hm.

11 **Ingley:** Uh, I'm going to try and--I think I have her Snapchat. I'm going to try and  
12 message her directly and get the number from her that way, so I can give,  
13 give it to you guys like that.

14 **Meredith:** Is she gonna answer at 5:30 in the morning?

15 **Ingley:** Uh, she wakes up--she works at a hospital so she wakes up at like 5:30  
16 usually every weekday.

17 **Meredith:** So what else do you know about this [REDACTED] You said she's possibly married  
18 and has a couple kids.

19 **Ingley:** Yeah, on her Snapchat story, she had a picture with a ring on, so, but she has  
20 like, uh, three kids, yeah.

21 **Meredith:** And what--what does she do at the hospital?

22 **Ingley:** She's a medical assistant, I think it's called.

23 **Meredith:** Do you know what hospital?

24 **Ingley:** She just works for [REDACTED], so it's like all of the [REDACTED] hospitals.

1   **English:**   Does [REDACTED] have a last name?

2   **Ingley:**   I want to say it's [REDACTED] but I'm not 100% sure. [REDACTED] that's her  
3                   name.

4   **Meredith:** How do you spell it?

5   **Ingley:**   [REDACTED]

6   **Meredith:** I'm sorry. [REDACTED]

7   **Ingley:**   Yeah, [REDACTED] All right. So I messaged her--I'm messaging her  
8                   right now. But we're not friends anymore because I blocked her. And when  
9                   you block somebody, it, like, removes you from friends on Snapchat. So I  
10                  have to, like, re-add her. She has to re--you know.

11   **Meredith:** Okay. So hopefully she'll get back to you so we can--

12   **Ingley:**   Yeah.

13   **Meredith:** And if not, we can figure out.

14   **Collette:** If not, once he gets the number, I'm okay with him sending it to me and then I  
15                  can forward it to you, as opposed to him giving over his phone, because I  
16                  think that's what he's not comfortable with.

17   **Meredith:** Okay. So let's go back a little bit.

18   **Ingley:**   Mm-hm.

19   **Meredith:** And let's go back up to the hill.

20   **Ingley:**   Okay.

21   **Meredith:** So you're up on the hill. You--

22   **Ingley:**   Yes, sir.

23   **Meredith:** You started with your hugging and kissing. And then ultimately, I asked you  
24                  if you had sex, and you said yes.

1   **Ingley:**     Yeah, we did.

2   **Meredith:** You're going to have to kind of explain that better. What do you mean?

3   **Ingley:**     By having sex?

4   **Meredith:** Mm-hm.

5   **Ingley:**     What specifically do you want to--

6   **Meredith:** Well, I mean, did you have anal sex, did you have vaginal sex, did you--

7   **Ingley:**     Just vaginal.

8   **Meredith:** Did she give you a blow job? I mean--

9   **Ingley:**     Yeah, she gave me a blow job.

10   **Meredith:** So that's what I'm gonna have to kind of ask.

11   **Ingley:**     Yup, that was it. We made out, she gave me a blow job, and then we had

12                vaginal sex.

13   **Meredith:** So were you completely undressed, was she completely undressed?

14   **Ingley:**     No, it was--it was like, uh, really like spur of the moment, kind of near the

15                water tower, like, away. I didn't really feel comfortable doing it, but it was

16                like, she just kind of lifted her dress up and I just pulled my pants down a

17                little bit and that was it. I tried to be fast, you know.

18   **Meredith:** Did you lay on the ground?

19   **Ingley:**     No.

20   **Meredith:** Was it standing up?

21   **Ingley:**     It was--it was standing. Like, she just bent over. That was it.

22   **Meredith:** And whose idea was that?



1   **Ingley:**     She wanted to see me the most. I mean, uh, it's like, I can't say that it wasn't  
2                   my idea, right, like, I was there. I know my decisions. Right, but, um, it was  
3                   both of us, I guess, yeah.

4   **Meredith:** So just kind of walk me through it. And I know it sounds weird, but you  
5                   walk up there, start talking. I mean, you're gonna kind of have to walk me  
6                   through this so I can get the order down.

7   **Ingley:**     She--well, at that point, we had already seen each other, like, but she hadn't  
8                   seen me as a cop.

9   **Meredith:** Mm-hm.

10  **Ingley:**     And so that's what she wanted to see. Um, and she's, she's just like a really,  
11                   like, sexual person, so that was basically it. She just pretty, pretty much  
12                   wanted to have sex.

13  **Collette:**   Had you guys had sex prior?

14  **Ingley:**     Yeah, one time. That--that was the second time.

15  **English:**    So was this a prearranged meet then for you guys?

16  **Ingley:**     No, she was--

17  **English:**    Like, hey, I'm working tonight--just let me finish.

18  **Ingley:**     Okay.

19  **English:**    Like, I'm working tonight. If you want to meet up, I know a great spot where  
20                   we can go, nobody will see us, I'll hit you up.

21  **Ingley:**     It wasn't really prearranged like that. It was--she was sending me videos of  
22                   her, like, playing with herself and stuff, and she just kept doing it, and  
23                   eventually she was just like, where are you, can I meet you, and all that stuff,  
24                   and that's where we went.

1   **English:**    Okay.

2   **Meredith:** Whose idea was it to meet up there?

3   **Ingley:**     I mean, I would say hers. Because she just--she kept sending me, like, videos  
4                   and stuff, you know, so--

5   **Meredith:** No, but whose idea was it to meet at Moonview?

6   **Ingley:**     Oh, that specific spot?

7   **Meredith:** Yes.

8   **Ingley:**     Me, because she wanted to meet me and I didn't really no any place, you  
9                   know, so I guess that's what I, uh, picked.

10   **Meredith:** Did you call her to say meet me here?

11   **Ingley:**     No, she'd been texting me.

12   **Meredith:** So you text her and said, you told her to meet her there?

13   **Ingley:**     We'd both been texting each other. Yeah, she--

14   **Meredith:** No, no, no. I'm saying this specific spot.

15   **Ingley:**     Did--did I text her that spot?

16   **Meredith:** Yes.

17   **Ingley:**     Yeah.

18   **Meredith:** Okay. So she's sending you--

19   **Ingley:**     She doesn't know Chula Vista so.

20   **Meredith:** So she's sending you those videos; she's saying I want to meet?

21   **Ingley:**     Yeah, yeah.

22   **Meredith:** You kind of understood what it was for--

23   **Ingley:**     Yeah, I--

24   **Meredith:** --because she's--

1   **Ingley:**     --said, I'm at work, and all this stuff, and I was like, I don't want to get in  
2                   trouble. She said I don't want to get in trouble either, but I still want to meet  
3                   you. I said, okay, I guess here, and gave her the address.

4   **Meredith:** And--okay.

5   **Ingley:**     Yeah.

6   **Meredith:** And how long after you send out the text? Was it immediately, was it 15  
7                   minutes later, was it an hour later, meet me here at--

8   **Ingley:**     When she got there?

9   **Meredith:** Meet me here at 3:00, meet me--

10  **Ingley:**     No, it was pretty quick.

11  **Meredith:** Okay.

12  **Ingley:**     She was awake, so.

13  **Meredith:** So you knew what was going to happen.

14  **Ingley:**     I didn't know we were gonna have sex until we were there doing it, right, but,  
15                   like, I mean, I knew for sure we were gonna make out and stuff, yeah.

16  **Meredith:** Okay. And you use that app, the--what did you call that app?

17  **Ingley:**     PlentyOfFish.

18  **Meredith:** No, no, the app that you text her on.

19  **Ingley:**     TextNow.

20  **Meredith:** TextNow? I have that written in my notes somewhere.

21  **English:**    Mike, when you're doing this, you advised--did you advised dispatch that you  
22                   would be tied up somewhere?

23  **Ingley:**     Yeah, I put myself on extra patrol there.

24  **English:**    Extra patrol?

1   **Ingley:**     Yeah.

2   **English:**   Did your partners know anything about this?

3   **Ingley:**     No, I never—I would never tell anybody about that.

4   **English:**    Okay.

5   **Ingley:**     Uh, it wasn't like a planned thing.

6   **Meredith:** Well, it wasn't a--it wasn't a planned thing to have sex with her, but it was a  
7                   planned thing to meet her. That's why you put--

8   **Ingley:**     Well--

9   **Meredith:** --yourself out--

10  **Ingley:**     --even, even that was pretty, like, impulsive, because she was just talking to  
11                   me on the phone, sending me videos to - - right, like, and it, it was, it wasn't  
12                   really like a--I wasn't, like, the day before, like, hey, meet me at work doing  
13                   this thing. It was just, like, she kept texting me, like, hey, I'm awake, like I'm  
14                   horny, I'm doing these things, sending these videos. Like, can I do it, and I  
15                   just, you know, at the wrong moment, you know, at that moment in time, I  
16                   said yes. Obviously it's not a good choice, but it was, it was very, like, heat  
17                   of the moment, you know. Nothing too meditated about it.

18  **Meredith:** Why did you put yourself on extra patrol there?

19  **Ingley:**     I don't know. I was--that's just where I was. I was gonna be there. We--we  
20                   were gonna walk up to the water tower. In my head, that's how I had it  
21                   planned, that we were gonna walk up to the water tower, you know, make out  
22                   or do something for a little bit, and then walk back down, like, just like if I  
23                   would be there doing that anyways. So I mean, I was kind of doing two birds  
24                   with one stone.

- 1   **Meredith:** Well, what do you mean about, like, killing two birds with one stone?
- 2   **Ingley:**     Extra patrolling that anyways, like I would normally.
- 3   **Meredith:** And why were you--so outside of meeting [REDACTED] there, what do you know
- 4                   about that area? Why are you there to extra patrol.
- 5   **Ingley:**     So it's a good stop, spot to, like, stop people of doing stuff, and there's, like,
- 6                   always complaints and stuff, like, you know, so whenever you go over there
- 7                   is good.
- 8   **Meredith:** I don't think I have anything else - - .
- 9   **English:**    Hm. Let me just take a look at the notes.
- 10   **Meredith:** - - . It's chicken scratch.
- 11   **English:**    No, that's all right.
- 12   **Meredith:** I didn't ask you. Do you remember around what time this all occurred?
- 13   **Ingley:**     Whenever the extra patrol was, that's when it happened.
- 14   **Meredith:** Okay.
- 15   **Ingley:**     Yeah.
- 16   **Meredith:** Did you get there first or did she get there first?
- 17   **Ingley:**     Uh, I waited for her to call me when she was there, because I didn't want to
- 18                   just sit there on the street.
- 19   **Meredith:** I'm sorry. Say that again.
- 20   **Ingley:**     I said, I waited for her to get there and then call me and, when she was there.
- 21   **Meredith:** So you were already on Moonview?
- 22   **Ingley:**     No. I didn't want to sit on Moonview and wait for her.
- 23   **Meredith:** Oh, okay.
- 24   **Ingley:**     So--



1   **Meredith:** So she got there first?

2   **Ingley:**     Yeah.

3   **Meredith:** Okay. And then you showed up?

4   **Ingley:**     She told me she was driving there and all this stuff, because it was early in  
5                   the morning, so she had to, like, shower and get out of bed and stuff, because  
6                   she was sleeping, basically laying in her bed when we were talking. And, uh,  
7                   I waited for her to get ready and all that stuff, and then tell her whenever she  
8                   was actually, like, about to be there, and then I drove over there.

9   **Meredith:** Okay.

10   **Ingley:**     Yeah.

11   **English:**    Yeah. So do you--are you aware that the department has policy about sex on  
12                   duty?

13   **Ingley:**     I have not specifically read it, but I mean, yeah, it'd be stupid to say that  
14                   there's no policy. For sure you can't do it.

15   **English:**    Okay.

16   **Ingley:**     I fucked up.

17   **English:**    Now, you--

18   **Ingley:**     Yeah, I didn't do it. I, I violated it.

19   **English:**    Okay. I appreciate your honesty.

20   **Ingley:**     Yeah.

21   **English:**    Uh, I know it's a hard thing.

22   **Ingley:**     Yeah.

23   **English:**    Is there anything else that you would like to convey?

1   **Ingley:**     I mean, it was--it was just a bad decision. Um, I've never come close to  
2                doing anything like that. I wouldn't have even thought about that. It was  
3                usually like a really, really bad, impulsive decision. She caught me at, like, a  
4                very weak moment, and, uh, I've already cut all ties with, from that  
5                relationship because there was nothing good coming from it. As you can see,  
6                I blocked her on everything already, like, a long time ago. I mean, it sucks  
7                that I'm here doing this, you know, but I mean, I shouldn't have done it. That  
8                was disgusting, so you know.

9   **English:**   Well, I, I appreciate your, um, your honesty come--

10   **Ingley:**    Yes, sir.

11   **English:**   --coming forward.

12   **Ingley:**    Yeah.

13   **Meredith:** Yeah, that's--that is--thank you for being honest. You know, obviously it's--  
14                we'll, we'll figure it out from here. I mean, we're, uh, we're going to continue  
15                the investigation.

16   **Ingley:**    Yeah.

17   **Meredith:** Um, I'll write my report.

18   **English:**   Is there anything else that we need to get on the record? Do you want to--

19   **Meredith:** Uh, no.

20   **English:**   We're--okay.

21   **Meredith:** I think we're good.

22   **English:**   All right.

23   **Collette:**   Do you want to state the time that we're ending?

24   **English:**   Sure.

1 **Meredith:** It is now 5:37, still on May 7th, or approximately.

2 <End of interview>

3 **Transcribed by:** [REDACTED] **Ubiquis Reporting**

4

**INTERVIEW WITH OFFICER INGLEY**  
**CASE#**  
**MAY 11, 2018**

**English:** Okay. Today's date, Friday, May 11th, 2018. It's approximately 1226 hours.

This is Sergeant John English, Professional Standards Unit, Chula Vista

Police Department, um, ID number 684. In the room presently is?

**Ingley:** Officer Michael Ingley, 1191.

**English:** Okay.

**Kristofferson:** Attorney John Kristofferson from Adams Ferrone and Ferrone.

**English:** And we're going to be conducting a second administrative investigation for the general purpose of looking at issues surrounding conduct unbecoming as well as falsifying police records. In the presence of Attorney Kristofferson and Officer Ingley, um--let me just get my date here--we have on record that we interviewed you, I believe it was on Monday, Monday, May 7th, uh, 2018, where Sergeant Meredith read you your, um, Lybarger at, Miranda admonishment. Um, is this--this is correct?

**Ingley:** Yes, sir.

**English:** Okay. And at which time, um, after your Lybarger warning, um, you elected to provide a statement and cooperate. We will stipulate for the record to that original admonishment and reading. Um, you're okay with this?

**Ingley:** Yes, sir.

**English:** Okay.

1 **Kristofferson:** Right, and this is a follow up to the first interview, same  
2 investigation, same admonishment applies, and he is being compelled to  
3 provide this statement today.

4 **English:** Correct. Thank you, John. All right. Um, so essentially, uh, Officer Ingley,  
5 what, what I need to do is based on the first statement, there's a few questions  
6 that I have that I just needed clarification on, and so I'm going to go ahead  
7 and ask you--

8 **Ingley:** Okay.

9 **English:** --and this applies to that. In regards to the, uh, social media, um, or the  
10 website, PlentyOfFish--

11 **Ingley:** Yes.

12 **English:** --how frequently do you use this site or other similar dating sites while on  
13 duty?

14 **Ingley:** Not frequently.

15 **English:** Okay. So you use these social sites while on duty?

16 **Ingley:** It was just whenever I was in that period of meeting her, I met her and then I  
17 just wasn't really looking or using it anymore, and I haven't since.

18 **English:** Okay. So it was just during this interaction with Ms. [REDACTED]

19 **Ingley:** Yeah, when I met her.

20 **English:** When you met her?

21 **Ingley:** Yeah.

22 **English:** Okay. Were you working and looking at your social media profile?

23 **Ingley:** When I met her?

24 **English:** Yes.



- 1   **Ingley:**     No.
- 2   **English:**   Okay. So you were off duty using the website, PlentyOfFish?
- 3   **Ingley:**     When I initially met her, yeah.
- 4   **English:**   While you were, you were using PlentyOfFish?
- 5   **Ingley:**     Yes.
- 6   **English:**   Okay. So if I understand you correctly, while you're on duty, you don't use
- 7                   social dating websites?
- 8   **Ingley:**     No.
- 9   **English:**   Other than that one specific encounter?
- 10  **Ingley:**     But it wasn't on duty that time when me and her were talking it was text.
- 11  **English:**   Okay. But you have, on duty, during this relationship, used that social media
- 12                   website?
- 13  **Ingley:**     No.
- 14  **English:**   Okay. So it was off duty?
- 15  **Ingley:**     To use PlentyOfFish--
- 16  **English:**   Yeah.
- 17  **Ingley:**     --to meet her?
- 18  **English:**   Mm-hm.
- 19  **Ingley:**     Yes, off duty.
- 20  **English:**   Okay.
- 21  **Kristofferson:**     I think a point of clarification, um, when you initially met Ms.
- 22                   [REDACTED] through PlentyOfFish, that was off duty?
- 23  **Ingley:**     Yes.

3     **Ingley:**     Yeah. I--we were texting.

4     **Kristofferson:**     Okay.

5     **English:**   Do you--do you use any other social media sites for dating relationships  
6                   while on duty?

7     **Ingley:**     No.

8     **English:**   Thank you. Um, at some point after your encounter with Ms. [REDACTED] over  
9                   there near the, near, uh, Moonview--

10     **Ingley:**     Yeah.

11 **English:** Okay. Uh, which we've talked about in length, why did you decide to block  
12 her or delete her from your account?

13     **Ingley:**     We kept hanging out and it just didn't seem like it would have worked out as  
14                   like a long-term relationship. So I just felt that the return on investment  
15                   timewise, you know, wasn't going to be good. So I just cut it off.

16 **English:** Okay. What would be the necessity for, like, blocking her though?

17     **Ingley:**     That's more to just stop me from continuing to try to talk to her, you know, or  
18                   if she does message me again or something, I would keep doing it. You  
19                   know, like, just put up the wall, you know, and move on, divert her attention,  
20                   you know, to elsewhere.

21     **English:**   Okay. Um, do--was there anything that happened between the two of you  
22                   which, like, an argument of sorts?

- 1 **Ingley:** She, she would get mad sometimes if, like, I didn't return her call or text or  
2 something right way. It was just petty stuff, right? It was kind of just like  
3 that towards the end, you know. That's all.
- 4 **English:** And she did--she was texting you your phone?
- 5 **Ingley:** She was texting my phone?
- 6 **English:** Your personal phone.
- 7 **Ingley:** Yeah.
- 8 **English:** How about the Department's issued phone?
- 9 **Ingley:** No.
- 10 **English:** Okay. Um, do you still have in retention any of her text messages?
- 11 **Ingley:** From that meeting, no.
- 12 **English:** At all.
- 13 **Ingley:** Uh, text messages, no, because it was, it was from a old thing. I, I had to,  
14 like, re-add her on Snapchat to get her phone number again - - . There was,  
15 like, once I re-added her, it brought back, like, random singular messages on  
16 Snapchat.
- 17 **English:** Mm-hm.
- 18 **Ingley:** But no text or anything were retained.
- 19 **English:** How about photographs or videos that she may have sent you?
- 20 **Ingley:** No, I don't have any.
- 21 **English:** Did you have any and then delete them?
- 22 **Ingley:** They were in that, like, text, the text exchange we had before I blocked her.  
23 That, that all got deleted when I blocked her.

1   **English:**   Okay. During the interview, um, you had mentioned, uh, on this specific  
2                   early morning hour, um, when this event occurred where you, where you  
3                   guys got together sexually, you indicated that she wanted to go meet in a  
4                   quiet spot. What did you think, uh, or why did you think that she wanted to  
5                   meet at a quiet spot?

6   **Ingley:**    She's kind of just a private person. Um, we have really, like, conflicting  
7                   schedules and she has kids. So it's, it's really difficult for us to get time  
8                   together and we have to, like, move a lot of mountains and, you know, it's  
9                   pretty difficult to kind of set up the correspondence to meet. And for  
10                  whatever reason, she wanted to meet me, she said she was going to bring,  
11                  like, Jack in the Box or something, like food to me.

12   **English:**   Mm-hm.

13   **Ingley:**    And I said, okay, and I just gave her that place because I didn't really know  
14                   any other place that was in my beat that would be, like, a good spot to meet  
15                   that--because I don't want to do something like that just in the middle of a big  
16                   public parking lot or something like, you know, eat food with somebody or--

17   **English:**    Okay.

18   **Ingley:**    --meet with somebody.

19   **English:**    At any time, um, did you think, before she got there, that you guys were  
20                   going to engage in sexual activity?

21   **Ingley:**    No, that was not my intention.

22   **English:**    Okay. Going back then to you meeting this woman, how did she know that  
23                   you're a Chula Vista cop?

24   **Ingley:**    Well, I--

1   **English:**   Can you tell me the story?

2   **Ingley:**    Yeah, just when we met, you know, you go through the standard, um,  
3               exchange of questions, like this is me, this is my life, what do you do for  
4               work, what do you do for work, what are your interests, hobbies, that kind of  
5               thing. And I was honest with her. I told her what I do for work and that was  
6               it.

7   **English:**   From the get-go?

8   **Ingley:**    Yeah.

9   **English:**   Was this via cell phone conversation, text message, what?

10  **Ingley:**    Uh, probably I think phone call.

11  **English:**   Phone call?

12  **Ingley:**    We had met in person once before that as well.

13  **English:**   Okay. And how long was this relationship that you had with this woman?

14  **Ingley:**    I don't know. We--we talked probably for two months.

15  **English:**   Okay.

16  **Ingley:**    Yeah.

17  **English:**   With your online profiles, social media--

18  **Ingley:**    Yes, sir.

19  **English:**   --Instagram, Facebook, do you have any of these?

20  **Ingley:**    Yes.

21  **English:**   Which ones do you have?

22  **Ingley:**    Uh, Facebook and Instagram.

23  **English:**   Okay. And then do--are you involved in any other dating sites?



- 1   **Ingley:**     Uh, I used to be on Tinder a long time ago, and then the PlentyOfFish  
2                   account. So, but I don't, like, actively use those like Instagram or Facebook.
- 3   **English:**    On any of these sites--
- 4   **Ingley:**     Yes, sir.
- 5   **English:**    --do you have any pictures of you in your Chula Vista uniform or anything  
6                   that identifies you as a Chula Vista police officer?
- 7   **Ingley:**     No.
- 8   **English:**    Nothing at all?
- 9   **Ingley:**     No.
- 10  **English:**    In regards to the specific date, so it'd be April the 7th, 2018, um, when you  
11                   arrived at the Moonview area, the location where you met this woman--
- 12  **Ingley:**     Yeah.
- 13  **English:**    Okay. Just prior to you guys engaging in sexual activity, you contacted  
14                   dispatch and you put yourself on extra patrol.
- 15  **Ingley:**     Yes.
- 16  **English:**    Okay. Did you ever do an extra patrol?
- 17  **Ingley:**     Yeah, I went to the water tower and came back, I mean, big picture, but you  
18                   know.
- 19  **English:**    Was this prior to her getting there or her leaving, or were you with her?
- 20  **Ingley:**     Well, she met me. Uh, she had her food in the car and we walked up there  
21                   and checked the water tower like I normally would, and then she was there  
22                   and we stayed.
- 23  **English:**    Do you think that's an ineffective extra patrol?
- 24  **Ingley:**     No.

- 1   **English:**   Did you knowingly put yourself out on extra patrol to conceal your activity?
- 2   **Ingley:**   Meeting her?
- 3   **English:**   Yes.
- 4   **Ingley:**   Yeah, sure. I could say that.
- 5   **English:**   Okay. And is it safe to say that the extra patrol, although it was maybe good
- 6                in thought, never really occurred?
- 7   **Ingley:**   Well, it, it definitely occurred, I mean, because if I would have put myself out
- 8                on extra patrol, I would literally have done the same thing I did then when I
- 9                met her, but, um--
- 10  **English:**   Well--
- 11  **Ingley:**   --with, with her being there, it definitely--
- 12  **English:**   If, if, if I may?
- 13  **Ingley:**   Yeah.
- 14  **English:**   Most people, when they key the radio and put themselves on extra patrol, it's
- 15                to patrol a specific area that is of interest to the public because there's a high
- 16                crime rate--
- 17  **Ingley:**   Yeah.
- 18  **English:**   --going on, or calls for service--
- 19  **Ingley:**   Mm-hm.
- 20  **English:**   --and requesting police presence.
- 21  **Ingley:**   Yes, sir.
- 22  **English:**   Do you agree to that?
- 23  **Ingley:**   Yes.

1 **English:** Okay. And during these extra patrols, it's completely uncommon to have a  
2 person you're dating with you and then to have a sexual encounter--

3 **Ingley:** Yes.

4 **English:** --while you're doing the extra patrol?

5 **Ingley:** Yes.

6 **English:** Okay. So what I'm trying to get at is the real reason, would you agree, that  
7 you put yourself on extra patrol then was to conceal the fact that you were  
8 with this woman?

9 **Ingley:** Yeah, we can say that.

10 **English:** Okay. You agree to that?

11 **Ingley:** Yes.

12 **English:** Okay. Why didn't you put yourself out on code seven if you were going to  
13 eat lunch?

14 **Ingley:** I don't know. That's just the decision I made. No clue, sir.

15 **English:** Okay.

16 **Ingley:** People don't normally put themselves out on code seven, in general, that I, to  
17 my experience. It seems like it's kind of looked down upon anyways.

18 **English:** Okay. Because this is an investigation that deals with a sexual content, have  
19 you ever taken a picture of yourself in your uniform while performing sexual  
20 activities?

21 **Ingley:** No.

22 **English:** You never sent anything to her?

23 **Ingley:** No. I mean, I've sent videos of her, of myself to her, but it has nothing to do  
24 with my uniform or work or anything like that.

- 1   **English:**    Okay. In a sexual way?
- 2   **Ingley:**     Like message her myself in a sexual way?
- 3   **English:**    Yeah.
- 4   **Ingley:**     Yeah.
- 5   **English:**    But never with the Chula Vista Police Department uniform?
- 6   **Ingley:**     No.
- 7   **English:**    Okay. At any time while you were with this woman, did she ever tell you
- 8                   that she did not want to participate in the sexual activity?
- 9   **Ingley:**     No.
- 10  **English:**    Ever tell you to stop?
- 11  **Ingley:**     No.
- 12  **English:**    Did you ever physically restrain her?
- 13  **Ingley:**     No.
- 14  **English:**    And for the record, when was the last time that you spoke to her?
- 15  **Ingley:**     It was the message asking for her phone number to give to you guys.
- 16  **English:**    Okay.
- 17  **Ingley:**     And then--
- 18  **English:**    So shortly after our interview, which we were aware that you were going to
- 19                   do?
- 20  **Ingley:**     Yeah.
- 21  **English:**    Did you disclose the investigation at all to her?
- 22  **Ingley:**     No. I said, what's your phone number, uh, something like, it's important and
- 23                   I need your phone number or something. Please, like, re-add me, some,
- 24                   basically something like that, to get it quickly.

1 **English:** Okay. Well, I have no further questions.

2 **Ingley:** Okay.

3 **English:** Uh, if there's anything else that you would like to add?

4 **Ingley:** No, same as before, just that I'm sorry that I did what I did, and it won't  
5 happen again.

6 **English:** Okay. Give me a second here. And just to clarify, um, you never, you never  
7 had any, any text, emails, conversations, either phone or in person, and spoke  
8 to her about what or what not to say here about this specific investigation?

9 **Ingley:** No.

10 **English:** Then I think that concludes all the answers that we have.

11 **Ingley:** Okay.

12 **English:** And the time is 12:41.

13 <End of interview>

14 **Transcribed by:** [REDACTED] **Ubiquis Reporting**

15



INTERVIEW WITH [REDACTED]  
CASE# [REDACTED]  
DATE [REDACTED]

1  
2  
3  
4  
5 [REDACTED] I, I kept getting your voicemail 'cause I'm assuming you were - - as I was  
6 calling.

7 **English:** Yeah. So, um, yeah, very thankful that you called. [REDACTED] let me explain to  
8 you who I am and what I do here, okay?

9 [REDACTED] Okay.

10 **English:** Um, first, first of all, let me say this. You're, you're not under investigation,  
11 okay. And you have done nothing wrong. Um, at the police department, uh, I  
12 facilitate and sit in a chair that works essentially what is Internal Affairs. Do  
13 you know what that is?

14 [REDACTED] Yes, sir.

15 **English:** Okay. So, I work Internal Affairs and we had a, uh, an incident, uh, occur  
16 with an officer of ours. And one of my jobs is to investigate conduct or just  
17 policy, uh, procedure and policy violations, and anything criminal that an  
18 officer may have done, right?

19 [REDACTED] Right.

20 **English:** So, in this case I, I have to open what they call an administrative  
21 investigation and document it. It's also required by me by law to do so. Okay?

22 [REDACTED] Okay.

23 **English:** Now, it is a confidential investigation, okay? Which, when I'm finished with  
24 it, it's gonna go behind a locked door and a locked file. And so, it's not  
25 distributed or given to anybody else, okay? It's just for our internal, uh,

1 process of investigation. It was brought to our attention that you may have  
2 some information as it applies to one of our officers, uh, with specific, uh,  
3 conduct-related concerns that, uh, were brought to our attention. Um, if you  
4 have maybe about, I'm hoping 15 minutes to talk to me, maybe you could  
5 shed some light on some stuff for us and bring some things into clarity.

6 [REDACTED] Sure.

7 **English:** Great. So, we have a, we have numerous, numerous officers here. Do you  
8 know anybody that works here at the Chula Vista Police Department?

9 [REDACTED] I do. I was talking to a gentleman. We were actually dating, but we're not  
10 dating anymore.

11 **English:** Okay. So, um, the gentleman that works here, is he an officer?

12 [REDACTED] He is a police officer with CVPD.

13 **English:** Okay, and what, what is his name, or what do you know him as?

14 [REDACTED] Um, well, I know his name is Mike, um, but he didn't—we spoke for a couple  
15 months, um, and I know his last because, I mean, I've seen him in uniform  
16 before, so I know it's Engley [phonetic].

17 **English:** What is it?

18 [REDACTED] Engley.

19 **English:** Engley. Okay.

20 [REDACTED] I'm not sure how to pronounce it.

21 **English:** Okay. We do have, we do have an Office Engley. Can you do me a favor and  
22 give me a physical description of him?

23 [REDACTED] Uh, about 5' 7".

24 **English:** Okay, five feet, seven inches.

1 [REDACTED] Caucasian, blue eyes. Long hair.

2 **English:** Correct.

3 [REDACTED] Uh, built structure, very muscular.

4 **English:** Muscular.

5 [REDACTED] Yeah.

6 **English:** Approximately how old would you, would you say he is?

7 [REDACTED] Um, 27?

8 **English:** Okay.

9 [REDACTED] No more than 30.

10 **English:** Okay.

11 [REDACTED] I mean, that's assuming he's telling me the truth.

12 **English:** Right, so—

13 [REDACTED] [Interposing] - - nowadays. I just don't know.

14 **English:** No, this is correct. So, I just want to put this out there. I'm not the moral  
15 police. Um, I'm not somebody that's going to judge you or anybody else for  
16 your own decisions, your own dating habits. That's not my, my, my position.  
17 But as I explained to you, the police department does have policy and  
18 procedure that says essentially what we can and cannot do on and off duty,  
19 right? So, you were in a dating relationship with Mr. Engley for  
20 approximately how long?

21 [REDACTED] Um, it, it was about, I want to say, six months or so. Three months of about  
22 talking and I want to say about, I want to say a good three months of, like,  
23 you know, dating whenever he's off and just constant emails. Hardly see each  
24 other, so. There is this—the reason I mentioned I've seen him in uniform is

1 because there is a time where I'd stop by, bring him lunch. Hey, you know, I  
2 brought you cheeseburgers or whatever. So.

3 **English:** Okay. So, um, so you guys were in a date—So, I just understand, just to  
4 recap, you were in a dating relationship with him for about six months, and—  
5 or, excuse me, in a, in a relationship with him for six months. The first three  
6 months, you guys were just talking.

7 [REDACTED] The relationship was serious about three months and, uh, talking in total six  
8 months.

9 **English:** Okay.

10 [REDACTED] Um, dating dating, per se, I want to say three months. And that's actually  
11 seeing each other 'cause I'm not the type of person who usually meets people  
12 right offhand. I don't, I don't like to do that especially because he told me that  
13 he was an officer, and I don't usually believe people. I'm not that usually  
14 gullible. Um, people are very good liars nowadays.

15 **English:** Yeah, I can understand that. Um, so, so, in your relationship, um, when you  
16 say you were talking, this is like via text or phone calls, or would you guys  
17 hang out with each other?

18 [REDACTED] Phone calls, mostly. Um, he works a lot. I work a lot. I'm in the medical field.  
19 Um, I hardly have time. As you can tell, I didn't answer your call.

20 **English:** No, I understand completely. You're busy.

21 [REDACTED] Yeah, I mean, we hardly have time. Son, when he would see each other, you  
22 know, it was very seldom, very short. Maybe gone out maybe like four or  
23 five dates, I think. Very seldom.

24 **English:** Four or five dates?

1 [REDACTED] I would say, maybe. I—honestly, I don't even remember the exact dates, but I  
2 want to say four.

3 **English:** Okay. And so, um, was this, uh, I know he told you he was a police officer,  
4 and were—did you guys ever go on a date while he was, uh, on duty?

5 [REDACTED] No.

6 **English:** Okay.

7 [REDACTED] Not at all.

8 **English:** So, this was all when he was off-duty, then?

9 [REDACTED] Off-duty, yes.

10 **English:** Okay. Um, so unfortunately, I hope that you cooperate, and I don't really  
11 want to get, um, too far in your personal life, but I have to ask some questions  
12 because as I explained, there is policy and procedure, so what we can and  
13 cannot do. And I just want to reiterate that it is a confidential conversation  
14 that you and I are having here. Um, but for my report, I need to make sure  
15 that I get the right details. Um, is there ever an instance where you saw him  
16 in uniform on duty?

17 [REDACTED] There—well, like I mentioned, the one time—well, there was one time where  
18 I took him lunch. And he had mentioned, we had been on the phone, he said,  
19 "Hey, you know, I'm taking a small little break, taking a breather from out of  
20 the vehicle, and just thought I'd, you know," 'cause I had already texted him  
21 and he texted back, so, "taking a little break. Are you available to talk?" And  
22 I told him yeah, I'm available to talk on the phone. So, we spoke, and he had  
23 mentioned, "Oh you know, it's been a long night." And I told him, "Oh,  
24 okay." Then he asked me to whatever, I got off from my 12-hour shift and it



1 was pretty late. So, we had mentioned that we hadn't both eaten. So, I was in  
2 the Chula Vista area and I had mentioned, "Would you like me to bring you  
3 something to eat?"

4 **English:** That's nice.

5 [REDACTED] And I had already eaten something from Jack in the Box, where I actually  
6 was in the area. I had eaten something off of like Terra Nova area.

7 **English:** Okay.

8 [REDACTED] So, I had already eaten Jack in the Box. And so, he's like, "Oh, funny you  
9 mentioned that. I'm actually in this area." So, I took him a cheeseburger,  
10 handed it to him. We started talking and—

11 **English:** So, if I can interrupt you, [REDACTED] So, like, where exactly did he say to meet  
12 him at?

13 [REDACTED] We didn't plan to meet anywhere. He told me he was in that area. So, I  
14 decided to tell him, "Okay, well, I'm in this area, too. So, cool."

15 **English:** Okay. Did—and so, you bought him—you said you bought him a hamburger  
16 and you took it to him?

17 [REDACTED] Yes.

18 **English:** Okay. So, where did you end up meeting him at?

19 [REDACTED] So, we ended up meeting, um, in Chula Vista.

20 **English:** Okay.

21 [REDACTED] And then, it was—I honestly don't know the area very well, so I just ended up  
22 going down that way because I work at—okay, I work for [REDACTED]

23 **English:** Oh, okay.

1 [REDACTED] So, um, I told him, I was like, "Well, I don't know this area very well. I'm  
2 just cruising down the freeway." - - the first exit off of 8<sup>th</sup> Street. Exit 10. It's  
3 right there, next to the - -. He's like, oh, great. Just meet me there, you know.  
4 We'll talk, whatever. After we were done talking, from there we ended up  
5 going up a hill, which I don't know what street it is.

6 **English:** So, did he meet you at the Jack in the Box?

7 [REDACTED] No, we ended—he didn't initially meet there. We ended up talking there and  
8 then he told me, "Go up the hill."

9 **English:** Okay.

10 [REDACTED] And so, we were, like, all right, cool, whatever. We talked, and we ended  
11 up—we did, we kissed. And things got a little frivolous, and we had a sexual  
12 encounter. And that's the truth. I'm not gonna sit there and lie about it 'cause  
13 that's what happened.

14 **English:** And I appreciate your honesty. And, and like I said, I'm sorry that I even have  
15 to know about your personal business, and I hope you can understand the  
16 position, uh, that I'm in, that I have to make sure I find out what took place  
17 with our officer. So, um, the area that you guys ended up going to, it was in  
18 close proximity of what it sounded like you were telling me to the Terra  
19 Nova area.

20 [REDACTED] That's, that's what it felt like. 'Cause then my GPS, that's what it said. It  
21 doesn't even see that. It just said Jack in the Box, Terra Nova Plaza. So, I  
22 don't know if that's the area what it's called. I don't know.

23 **English:** Okay.

24 [REDACTED] I never lived in that area. So, I grew up in the southeast area.

1   **English:**    Sure.

2   [REDACTED]   And that's on the way opposite other side.

3   **English:**    I understand. So, if I, if I could ask you this, can you describe the  
4                   surroundings where you guys ended up, uh, going to?

5   [REDACTED]   It was kind of, um—

6   **English:**    Was it a residential neighborhood?

7   [REDACTED]   Yeah, kind of a quiet residential area.

8   **English:**    Okay.

9   [REDACTED]   It was straight up a hill and it wasn't too, like, - - or anything like that ever. It  
10                  was just where—it was kind of close to a little area where there was a park  
11                  where we just wanted to eat. And, 'cause we weren't gonna eat at the Jack in  
12                  the Box. We didn't initially think we were going to meet there. So, he just  
13                  told me, "Well, you know, there's a street where you go up, and then there's  
14                  this park and we can meet there, and maybe we could just talk."

15   **English:**    Okay.

16   [REDACTED]   "And we can just have lunch," 'cause that's, he called it his lunch because  
17                  obviously his, his hours are totally different. Um, so, I was like, "Well, that  
18                  could be nice." But I didn't think things were going to get that, you know,  
19                  rambunctious and frivolous. And I want to apologize to the department  
20                  because I should know he's on duty and he's serving, and he was distracted  
21                  and not doing his job. And I would hate for him to come to my job and for  
22                  me to make an error on a patient. That, that's devastating.

23   **English:**    Well, we, we appreciate that. And, like I said, I'm not—we're not here to  
24                  judge you. We understand that sometimes things happen. Um, but clearly

1           there is, there are rules, uh, and policy what we can and cannot do while  
2           we're on and off duty. So, um, I just want—I need to get into maybe some  
3           specific questions. Um, I don't want to go way down into the weeds with it,  
4           but just to verify a few things, okay? So, the residential neighborhood, you  
5           guys got out of the car. Did, did he arrive first, or was he there waiting for  
6           you, or did you wait for him, um, to come to, to the area?

7           [REDACTED] So, I had already gone up the hill and I obviously saw a cop car that said  
8           CVDP. So, I just kind of assumed that was him and just kind of followed.

9   **English:**   Okay.

10          [REDACTED] I couldn't, you know, And I—and then, I wasn't following too close because I  
11               was like, well, what if that's not even him? What if they're just doing like  
12               their rounds, or checking the neighborhood, or they got a call or whatever.  
13               So, I was kind of scoping out a park. I wasn't really scoping out the car.

14   **English:**   Sure.

15          [REDACTED] I was just looking for a park so that we can park. And I was hoping for, like,  
16               really bright lights so we can just be able to just eat outside in the hood of the  
17               car, you know, like chill and just talk, and, you know. But it was really quiet  
18               and really kind of stark. It was kind of—

19   **English:**   So, you ended up going up the hill, you said?

20          [REDACTED] There was a big hill right by where the Jack in the Box and, like I said, he  
21               pulled up once I told them where I was. He's like, "Well, I'm actually headed  
22               down the hill from - - Street, so I can pass by." And I told him, "Oh, okay."  
23               But he, he left. So then, he's like, "Oh yeah, just pull up this hill," and he  
24               took off. So, I was like, "Wait, wait, I don't know this area. Wait for me." So,

1 he didn't wait, so I kind of figured that was him 'cause all the cars look the  
2 same. So, I was like, all right, so I guess I'll follow that car.

3 **English:** So, did you guys park, like, on the street then?

4 [REDACTED] We did. We parked on the street where the cars were visible.

5 **English:** Okay.

6 [REDACTED] Like I said, we weren't hiding. There was no intention, no malice behind it.

7 We were just hoping to just hang out.

8 **English:** Sure. And then, um, did you guys end up getting out of your car?

9 [REDACTED] We did.

10 **English:** And then, where did you go from there?

11 [REDACTED] We just hung out in front of the cars, like I mentioned. We just opened up our  
12 food—he opened up his food. I just had a soda left over from what I had  
13 'cause I had already eaten. So, he ate his stuff.

14 **English:** So, you guys—you guys ate something there.

15 [REDACTED] Yeah.

16 **English:** And then you said, it kind of got, uh, I can't remember the words that you  
17 said, uh, something like rambunctious or something like that?

18 [REDACTED] We started talking and, you know, we had been dating and we hadn't really,  
19 you know, had any type of encounters. And it would be kind of cool and be  
20 kind of, like, mysterious. And I said, "Well, you know, I don't know about all  
21 that." And then, we were both really hesitant. We were both like, you know,  
22 that's not fun. That's kind of, like, embarrassing. No, that's not cool. And  
23 then really, you know, and then we got in the open. So, it was a mistake. We  
24 weren't thinking. We weren't, we weren't, we weren't thinking. We started



1           kissing out in the open, in the parking lot. And I'm pretty sure people saw us.  
2           I'm pretty sure. It's kind of embarrassing. Um, so then, after we started  
3           kissing, then that's when, you know, we both decided, we were, like, well,  
4           you know. And, you know.

5   **English:**   You guys went to the next level.

6   [REDACTED]   Yeah. We just said well, what do you think? And then, we just decided to, to  
7           go up the street and then, like, walking. We walked. We didn't take a vehicle,  
8           my vehicle. We did not get into the cop car. We did not do anything.

9   **English:**   Sure.

10 [REDACTED]   We ended up walking and we went up the hill.

11 **English:**   Was it, was it, was it on the road? Was on a dirt road? Where, where was it  
12           at?

13 [REDACTED]   I don't know. It was really dark. It was up this little road. It was kind of a dirt  
14           road, I don't know. It was kind of, like, it was kind of paved and kind of not  
15           really paved. Kind of like asphalt, like, really messed-up kind of asphalt.

16 **English:**   Kind of a junky road?

17 [REDACTED]   Yeah, like a really bad job asphalt.

18 **English:**   Right. And where did it lead to? Do you remember that?

19 [REDACTED]   It wasn't really all the way up because I, I've had some vandalism on—I have  
20           a brand-new car and I've had vandalism, so I'm very, like, paranoid about  
21           leaving my car in the dark.

22 **English:**   Sure.

23 [REDACTED]   So, I was like, yeah, I think I'm okay with this decision. I think I'm okay with  
24           that.

1 **English:** Okay. So, is this it got more rambunctious, then?

2 [REDACTED] Yeah, that's when we started to kiss more and then, I mean, yeah. I was in my  
3 scrubs and that's when I took off my jacket. And we just, yeah.

4 **English:** Okay. So, let me back up just a bit. In the parking lot, you were just kissing  
5 heavily there.

6 [REDACTED] Yes, correct.

7 **English:** Okay. There was no sexual, uh, touching happening?

8 [REDACTED] Nothing. No touching. No conduct. We were aware we were kissing, but we  
9 were not, we were not touching each other, no.

10 **English:** Okay. Now, whose idea was it to have the, the sex. Whose idea was that?  
11 Was that yours or was it his?

12 [REDACTED] It was more me just because I told him well, you're always working and I'm  
13 working. What do you, like, what do you want to do? Like, you know, and he  
14 was like well, you know, I think, you know, I'm off on Tuesday and  
15 Wednesday. And he had told me his days off. And I said, "Well, we're  
16 already here. What do you think?"

17 **English:** Okay.

18 [REDACTED] That's why I'm apologizing because it's an embarrassment to me - -.

19 **English:** I understand. It was pretty passionate out there. So, um, is it safe to say that  
20 on the dirt road, did, did you guys have intercourse then?

21 [REDACTED] We did.

22 **English:** Okay. And did anything else happen other than intercourse? Was there oral  
23 sex involved in that?

24 [REDACTED] Yes, there was.

1 **English:** Okay. Can you, can you, did he perform oral sex on you or did you perform  
2 oral sex on him?

3 [REDACTED] No. I did to him.

4 **English:** You did it to him, okay. And then, you guys had, um, intercourse between the  
5 two of you.

6 [REDACTED] Uh-huh.

7 **English:** Okay. Now, was this a consensual encounter with him?

8 [REDACTED] Yes, sir.

9 **English:** Okay. At any time, did you feel like you were being restrained or not allowed  
10 to leave?

11 [REDACTED] No, sir.

12 **English:** Okay. So, this was free and voluntary on your part?

13 [REDACTED] Yes, sir.

14 **English:** Okay. Did he say anything that made you afraid?

15 [REDACTED] Oh, no. No. I actually stopped talking to him about, I want to say a month  
16 ago. The same thing, conflicting schedules, no time. And as you can tell, here  
17 we are because of those conflicting schedules. It led us to having sex in an  
18 open, residential area on duty with me in scrubs.

19 **English:** Right. I understand. Um, and, and, and I appreciate your just being very  
20 straightforward with me on this. Um, how many times has an encounter like  
21 this occurred with you and, and him in a uniform, a police uniform?

22 [REDACTED] Just this one time—that one time.

23 **English:** Just the one.

24 [REDACTED] Yes, sir.

1 **English:** Okay. And, where did you guys, where did you guys—if I could just digress  
2 a few—where did you, um, guys, where did you meet?

3 [REDACTED] Where did we meet, like, initially?

4 **English:** Uh-huh.

5 [REDACTED] Like and begin to date?

6 **English:** Uh-huh.

7 [REDACTED] On a dating website.

8 **English:** A dating website. Do you remember what it was called?

9 [REDACTED] POF.

10 **English:** What, what was it?

11 [REDACTED] That's an abbreviation for it. It's called Plenty of Fish.

12 **English:** Okay. So, POF. Plenty of Fish.

13 [REDACTED] Correct.

14 **English:** Okay. And, that's just like a local singles kind of, uh, dating website?

15 [REDACTED] Correct. It is. It's, uh, it's locals. You register, you can upgrade and, and both  
16 our accounts were upgraded, so I felt secure, for some odd reason. I know it's  
17 kind of illogical, but for some odd reason, I feel like if someone's gonna pay  
18 for it, they're a little more serious. And that's how we met.

19 **English:** Okay. And, um, what happened directly after you guys had this sexual  
20 encounter with him in his uniform? What happened after that?

21 [REDACTED] Uh, we continued to talk. We continued to, you know—everything resumed  
22 as normal. It wasn't anything, like, um, he showed remorse for it, for sure. He  
23 was a little, you know, after we had done that he was like, "I don't think we

1 made the right choice.” And I, and I was, honestly, I was livid for myself  
2 because I know better. And I'm a professional myself.

3 **English:** Sure. Do—so, you got kind of weak in the moment, then?

4 [REDACTED] Correct. I mean...

5 **English:** Okay. Now, were there any other times other than this that, that you, um,  
6 saw—I think you already answered this, but is there any other times that you  
7 saw him in uniform?

8 [REDACTED] No, it's just that one time. And then, that's, I think that's it. I mean, was there  
9 another time? No.

10 **English:** Okay. All right. And then, on your, on the other days that you had with him,  
11 did you guys ever do a sexual encounter out in public like this, as well?

12 [REDACTED] No, never.

13 **English:** Never did? Okay.

14 [REDACTED] No. I have my own place. It's just like I said, conflicting schedules. That's  
15 how it is.

16 **English:** Sure. No, I understand. I completely understand. Um, let me make sure I  
17 have any other questions here. Um. What did, what did he disclose to you  
18 originally about himself? He must have said that he was a police officer, yes?

19 [REDACTED] He did. And he did lie about his name in the beginning. For the first three  
20 months, he said his name was Mark.

21 **English:** He said his name was Mark, okay.

22 [REDACTED] Right.

23 **English:** Do you find that is common on these dating websites?



1 [REDACTED] I find it common with any type of law enforcement, any type of professional  
2 people.

3 **English:** Yeah.

4 [REDACTED] Um, I myself, my ex is a business owner. And when I first started dating him  
5 - - but his name was [REDACTED]

6 **English:** Oh, okay.

7 [REDACTED] Fairly close and that's how, you know, they just, you know, they just feel  
8 safer that way, I'm assuming.

9 **English:** Sure. Kind of not let you into his personal life and just giving you a name  
10 until he gets to know you kind of thing?

11 [REDACTED] Correct. I mean, in, in all fairness, I mean, you have to have some sort of  
12 guard up. I mean, this world's not safe anymore. And I understand that.

13 **English:** Sure. Um, let me ask you this. Any issues, uh, with his behavior or anything  
14 that he may have done that raised an eyebrow on your end, where you go, I  
15 don't know, that's kind of strange behavior.

16 [REDACTED] No, sir.

17 **English:** Nothing at all?

18 [REDACTED] No.

19 **English:** Okay. I just want to know because I, I would like to verify some information,  
20 and this is confidential between you and I. I want to stress that. I know you  
21 have your own personal life and I'm, and I know that you're telling me quite a  
22 bit, uh, but I want to qualify some information. Are you married right now?

23 [REDACTED] No.

24 **English:** Okay, so you're not married.

1 [REDACTED] I'm not married.

2 **English:** Okay. Um, what did he tell you about his personal life?

3 [REDACTED] He just told me that he just wanted to date and settle down, and that's what he  
4 told me.

5 **English:** Uh-huh. Did he tell you if he was dating, if he was married? How far did he  
6 get into that?

7 [REDACTED] Not too far into it. Um, he did tell me that, you know, he was looking to just  
8 settle. That's all he told me. But I told him I'm not ready for that. I'm pretty  
9 young and I'm building my career. And that's the least of my worries right  
10 now.

11 **English:** Sure. Absolutely.

12 [REDACTED] We didn't really get too far. I mean, six months, honestly. And three of those  
13 months it was just talking very nonchalantly about stupid things, you know.  
14 Careers, dreams. The crap.

15 **English:** Just getting to know him as a person kind of thing?

16 [REDACTED] Right. It's empty content to me. It's not really anything that's gonna make it  
17 or break it, you know?

18 **English:** Sure.

19 [REDACTED] And then, the three months had been dating were, you know, he's very quiet,  
20 um. Uh, he's a little closed off sometimes but, I mean, I just figured it's the  
21 career. It's, uh—okay, tell your mama to use my, my debit card. It's in the  
22 wallet. Oh here. No, give it to her. It's right here. So, that's the only thing that  
23 was, um... 'Cause I'm very expressive, as you can tell. I like to talk.

24 **English:** Yes, you're a very good conversationalist.

1 [REDACTED] Uh, yeah. And he was very closed off in the beginning, and that's the only  
2 thing that was, like, oh, okay. I guess he's just really shy or just really closed  
3 off because he's an officer. And being, um, very standoffish, which is  
4 understandable. Um, I just used that as an excuse, but, I mean, I don't know.  
5 Is that what you're questioning? I'm not sure.

6 **English:** Yeah. Well, let me, let me ask you this question. When was the last time that  
7 you spoke with Officer Engley? And what specifically was said, do you  
8 remember?

9 [REDACTED] Uh, about a month ago, and I stopped talking to him.

10 **English:** Okay. And what specifically was the exchange there, as far as your  
11 conversation?

12 [REDACTED] Um, it was more of, like, you know, like, why aren't you texting me back?  
13 Like, what's going on? And then, I was like well, first of all, I'm very busy,  
14 and I haven't disclosed that, but I do have two children. I'm a single mother.

15 **English:** Oh.

16 [REDACTED]

17 **English:** Wow. That's a busy life.

18 [REDACTED] Yeah, it's very busy, and I don't have time for, um, a young man who wants  
19 to talk 24/7. And I disclosed that. I'm very straightforward. I'm not a liar. I'm  
20 very honest, and I tell it like it is. And I told him, I said, "Um, Mike, you're  
21 not my priority. I told you that before and I will keep telling you that. If I do  
22 not answer my phone, I am either feeding my children past five o'clock  
23 because I'm out of work, or I'm doing laundry, or I am trying to take a shower  
24 to relax, or I'm doing something. I'm not twiddling my thumbs. So therefore,

1 if I call you back a little later, it's not gonna kill you, dude." And he, and he  
2 didn't like it. He was like, "All right, then. Well, I guess this is it, right?" And  
3 I was like, "Well, I don't know. You tell me. Is this concluding it? You got  
4 anything else to say because at this point, you're the one that's forcing me to,  
5 like, move faster and there's, there's time, dude. Like, what's going on?" And  
6 he was like, "I don't know what to tell you, [REDACTED] And I said, "Well, I don't  
7 know what to tell you. So, at this point, you tell me what the deal is." And I  
8 just hung up the phone and then told him, "All right. Well, you enjoy  
9 yourself. I wish you the best." And I blocked him, and I didn't call him back.

10 **English:** Okay. And did, uh, did you have any recent communications with him?

11 [REDACTED] Um, he did call me just, um, when was it. But I didn't answer because I knew  
12 it was him.

13 **English:** Uh-huh. Did he leave you a voicemail?

14 [REDACTED] He left me a voicemail.

15 **English:** What did he say?

16 [REDACTED] Asking, asking me to text him my number 'cause I guess he changed his  
17 number.

18 **English:** Okay.

19 [REDACTED] So, I mean, other than that, I texted him my number and that was it.

20 **English:** But you haven't had a physical conversation with him?

21 [REDACTED] No, no, no, none at all.

22 **English:** Okay. Um, let me ask you this. Are, are you active in social media at all?

23 [REDACTED] No, I just, I have an Instagram.

24 **English:** Okay.

1 [REDACTED] But that's it. I mean, like I said, I'm very busy. I work a full-time job. My ex  
2 does not provide financial aid.

3 **English:** That's, that's rough, yeah. My heart goes out to you.

4 [REDACTED] Yeah. I just, I took care of my, I took care of business. I don't have time to  
5 flaunt my life. I have time to take care of it.

6 **English:** Right. Um, is your Instagram a private or a public shared...?

7 [REDACTED] It's private.

8 **English:** It is private. Do you have, like, a user profile picture on there?

9 [REDACTED] Uh, I do.

10 **English:** You do?

11 [REDACTED] I do.

12 **English:** Okay. Um, I don't want to invade into your personal life, but would you be  
13 opposed to giving me your Instagram, Instagram profile picture?

14 [REDACTED] Um, - - user name.

15 **English:** Okay. What is your user name?

16 [REDACTED] Well, I'll have to go look at it. I'm loading my kids in the car real quick.

17 **English:** Oh, yeah, yeah. No, please. I understand.

18 [REDACTED] I'm gonna mute you real quick so I can load them in.

19 **English:** Uh-huh. She's loading her kids in the car. - -. Yeah.

20 [long pause]

21 **English:** The details she's provided are spot on with what he's saying.

22 **Female:** That's good.

23 **English:** Yeah.

24 [long pause]



1 **English:** She sounds like a busy mom. She's loading her kids in the car.

2 [long pause]

3 [REDACTED] Okay. Sorry about that.

4 **English:** Hello again. Being a mom, being a mom is the hardest job ever.

5 [REDACTED] It is. And it's Mexican mothers that [break in audio].

6 **English:** Hello? Hats off to you.

7 [REDACTED] Yeah. Thank you.

8 **English:** So.

9 [REDACTED] I got that information.

10 **English:** Yes.

11 [REDACTED] Let me know when you're ready.

12 **English:** Yes, I'm ready.

13 [REDACTED] [REDACTED]

14 **English:** [REDACTED] kay, so [REDACTED]

15 [REDACTED] [REDACTED]

16 **English:** Uh-huh.

17 [REDACTED] And, [REDACTED]

18 **English:** [REDACTED]

19 [REDACTED] [REDACTED]

20 **English:** Okay. [REDACTED] and what is it, [REDACTED]

21 [REDACTED] Yeah. That's my [REDACTED]

22 **English:** Oh, that's nice. Perfect.

23 [REDACTED]

24 **English:** Okey doke.

1

2 **English:** So, um, the last bit of information that, uh, and you've, you have been very  
3 helpful, and I so much appreciate that. Trust me. Um, one of the things I have  
4 to do is I have to compile a report. And, as I was explaining, uh, this, this  
5 report will get produced, um, and go through my chain of command, which is  
6 my lieutenant, and ultimately on my captain's desk for review. And what we  
7 have to do is determine whether or not Mr. Engley violated policy while he  
8 was on duty. And one of the things in order for us is that I would like to get  
9 your contact information for two—a couple reasons. One, in case I need to  
10 contact you again, two, in case there is a disciplinary process where, um, you  
11 know, somebody has a question as to do you exist, then we can produce, uh,  
12 contact information for you. It just shows transparency for the organization  
13 when completing a, a, an investigation. So, would you be willing to provide  
14 me some contact information?

15 [REDACTED] Just like phone number and that's it? Or...

16 **English:** Well, it would be—what I would be looking for is a few things. One, your  
17 full name, uh, your address and phone number, and then, also a date of birth  
18 for you. Can you give me that?

19 [REDACTED] That's fine. I mean, we're not looking at, like, disclosure of, like, context or  
20 phone content? Are they going through my phone or any of that stuff, right?

21 **English:** I would not. No, absolutely.

22 [REDACTED] That's fine. I can give that to you.

23 **English:** Okay. So, you, your first name is [REDACTED]

24 [REDACTED] Correct.

1 **English:** Okay. Your middle name is?

2

3 **English:** Okay.

4 Last name is That's

5 **English:** Okay.

6

7 **English:** okay.

8

9

10 **English:**

11 Uh-huh.

12 **English:** Okay. Let me just go over here. And your current job, you said, is at

13 Hospital?

14

15 **English:** Okay. Are you the one down here at the, the 805 and Palm?

16 Um, I travel.

17 **English:** Oh. So, do you go depending on where they need you?

18 Correct. When they --, you know, I go.

19 **English:** Okay. So, medical assistant or LVN kind of thing?

20 --. I go across, usually we go LVN and MA.

21 **English:** Congratulations to you. That's a hard position to get, I know.

22 Thank you.

1   **English:**   Um. So, you have my name, Sergeant John English, Chula Vista PD  
2                   Professional Standards Unit. You have my phone number. If you have any  
3                   questions, feel free to give me a call. Okay?

4   [REDACTED]   Uh-huh.

5   **English:**   Um, once again, I want to do two things. One, I want to thank you for your  
6                   cooperation. Uh, I know, you know, we talked about some things and your  
7                   private personal business, and I apologize that we had to do it, but I just  
8                   needed to make sure for, for our department. So, I appreciate your  
9                   willingness to cooperate with us. Um, and, and the second thing is, it will  
10                  remain confidential and privileged information, and when I'm done with  
11                  report, just to reiterate, it goes in a file locked in a locked case behind a  
12                  locked door.

13 [REDACTED]   Perfect. And then just, I know you might not be able to disclose it, I mean, is  
14                  he under question because of a marriage? Or, like, I mean, just because those  
15                  questions have risen, I mean, I'm just curious because, I mean, he's never  
16                  mentioned anything of that nature, and he was just so quick to want to tell  
17                  me, like, he wants to settle and be, like—you know. It just seems so odd. And  
18                  just, I'm curious.

19 **English:**   Yeah. So, what, what I can share is this. Because it is a confidential  
20                  investigation, what I can say is this, that, um, the, the department is looking  
21                  into an allegation of information that was brought to our attention. And so, in  
22                  order for us, uh, by law, we have to investigate anything. In this case,  
23                  behavior on duty, right? Any, any, any behavior on duty that does not  
24                  conform to our policy and procedure.

1 [REDACTED] All right.

2 **English:** Okay? And that's about as far as I can really go into it, and I know you  
3 probably have 500 other questions, but just as the information that you're  
4 giving to me is confidential, uh, the information the other way has to be, as  
5 well.

6 [REDACTED] Okay, understood.

7 **English:** Yeah, and I think, the, the other - - for you, so you also have an  
8 understanding is, the department wants to make sure that he's also doing a  
9 good job and upholding what it is that he's take an oath to do, and that's to  
10 protect and serve our community.

11 [REDACTED] Correct, right.

12 **English:** You can understand that. So, uh, just—once again, just as much as your  
13 information is confidential, it's confidential on the other side as well. And,  
14 um, you know, I'm so very thankful that, uh, you know, one, what you do for  
15 a living and helping people out, you know, in the medical industry, but as  
16 applies to this investigation, your willingness to cooperate and help me out.

17 [REDACTED] Well, thank you, sir, for your professionalism. I appreciate it.

18 **English:** And nothing less than professional, we will always be. And so, you have our  
19 number, and feel free to call me if you have any questions, okay?

20 [REDACTED] Will do. Thank you.

21 **English:** Thank you, [REDACTED]

22 [REDACTED] Have a great night. Uh-huh, bye bye.

23 **English:** All right. Take care. Goodbye.

24 <End of interview>



1 Transcribed by: [REDACTED] Ubiquis Reporting

INTERVIEW WITH [REDACTED]  
CASE# [REDACTED]

1  
2  
3  
4  
5 **English:** Are you there?

6 [REDACTED] I'm here.

7 **English:** All right. Thanks, [REDACTED]

8 [REDACTED] Uh-huh.

9 **English:** Um, I just have a couple qualifying questions as to, um, my conversation  
10 when I interviewed you on the phone the other night.

11 [REDACTED] Sure.

12 **English:** Um, I appreciate you taking the time to talk with me. In, in regards to our  
13 conversation regarding Michael Engley [phonetic], um, you had told me—the  
14 question I think I asked you was, you know, when was the last time that you  
15 had spoken to him.? And you had indicated that he had reached out to you, I  
16 think you said via phone call and left a voicemail message. Was it a phone  
17 call that he made or was it something through social media did he contact  
18 you?

19 [REDACTED] Uh, social media, but that was, but it was like a, a phone call. I mean, it's like  
20 a phone call through, it's, I mean, it's Snapchat or something like that, and I  
21 don't use it, um—

22 **English:** Oh, okay.

23 [REDACTED] - - to communicate because it was, I actually, like I said, all this stuff - -.

24 Yeah, that, that was how he sent me, he called me because remember, I had  
25 mentioned to you that once I, I stopped talking to him, um, he didn't

1 understand, like right now I'm cooking dinner. He didn't understand mom  
2 duties.

3 **English:** Right.

4 [REDACTED] Um, so I told him he was not my priority. Um, and, um, I blocked him just so  
5 I could make that very clear.

6 **English:** Sure.

7 [REDACTED] So, I think he kind of got the point. But since I had already blocked him, um,  
8 I think he was just trying to get a hold of me, so he called me and he said, you  
9 know, my number is the same. Please call me. Um, you know, we need to  
10 talk. We need to make sure we can be friends. And I'm like no, I don't have  
11 time to be friends.

12 **English:** Sure. Do you remember what date that was?

13 [REDACTED] Honestly, like I said, I didn't - - on Snapchat because I, I can't take - -. But I  
14 know we haven't been talking for about a month or so. So, it was maybe  
15 about, oh, I want to say, honestly, it was maybe two weeks maybe. Honestly,  
16 my timeframe.

17 **English:** Sure. Just your best guestimate. About two weeks?

18 [REDACTED] I want to say, if anything, a little more over two weeks.

19 **English:** Okay.

20 [REDACTED] Since I've been just so busy with life. I mean, I didn't think to, you know,  
21 reach out to him. I just gave him my number and I said, "It's the same  
22 number. I just have you blocked. So, if you need to communicate with me,  
23 you can send me stuff through Snapchat."

24 **English:** Right, right.

1 [REDACTED] Um, and then, we just kept it at that. And I think I was pretty clear with my  
2 intention.

3 **English:** Yeah, okay. And has he contacted you since?

4 [REDACTED] No, nothing.

5 **English:** Okay. Well, that's, uh, that's all I had to do is qualify that one piece in my  
6 investigation. I really appreciate, uh, your willingness to, uh, talk with me.

7 [REDACTED] Sure.

8 **English:** I appreciate it and I wish you all the best.

9 [REDACTED] Oh, thank you. Thank you. I appreciate that, Sergeant English. Have a great  
10 night.

11 **English:** All right. You too.

12 [REDACTED] Thank you.

13 **English:** Bye now.

14 **<End of interview>**

15 **Transcribed by:** [REDACTED] **Ubiquis Reporting**